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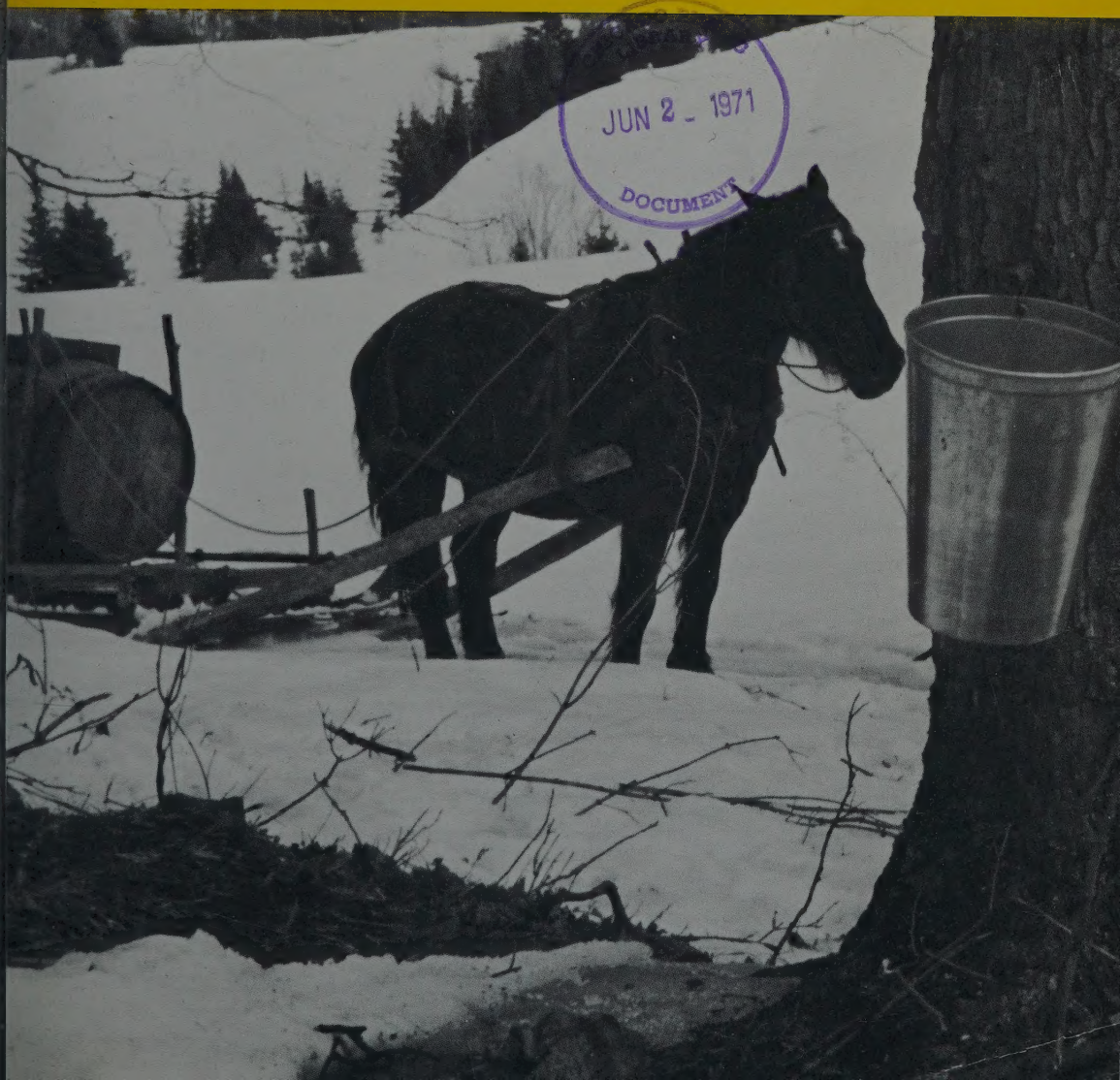

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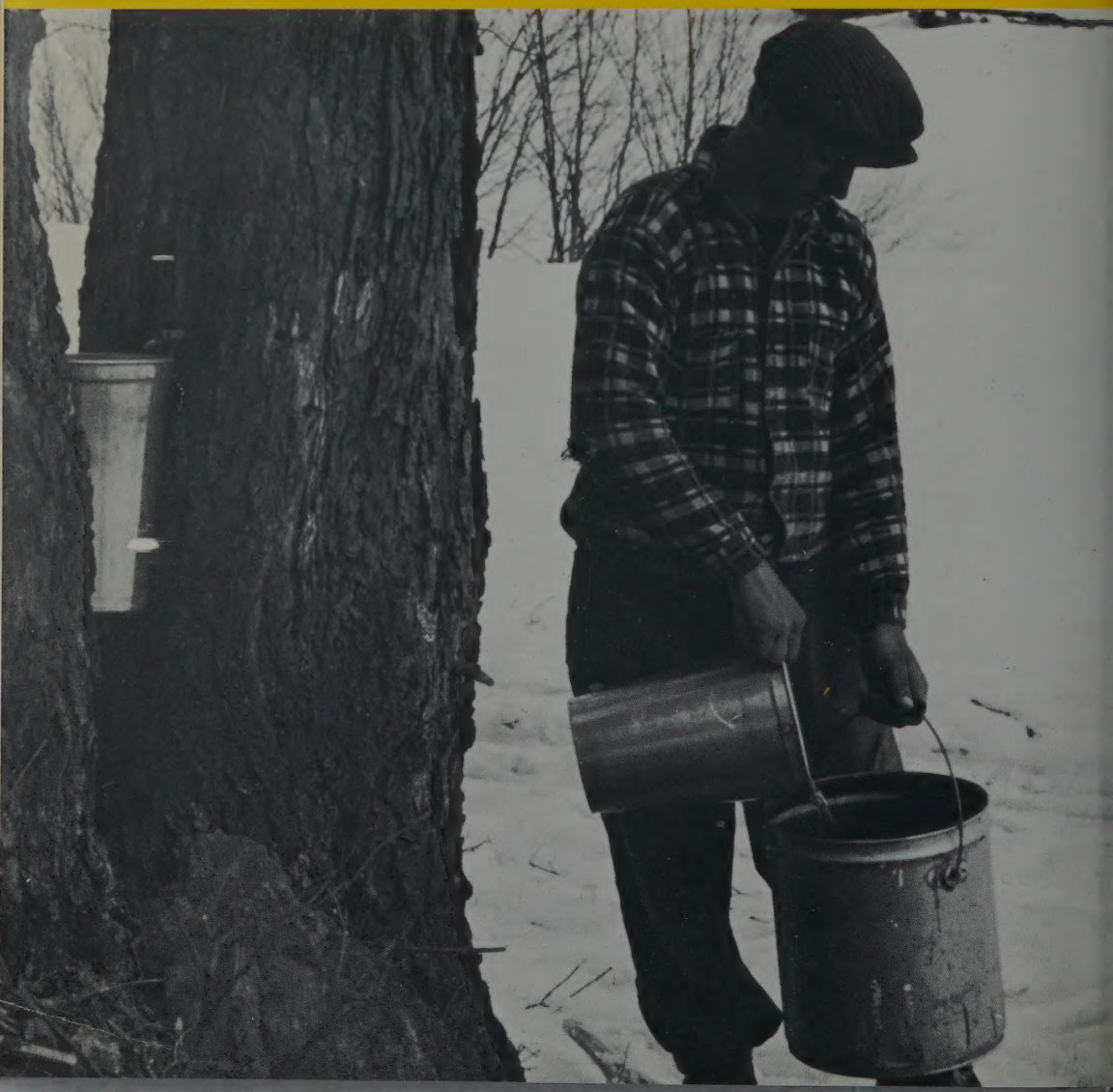
Most employees view the world from the bottom up. They're looking for personal autonomy rather than institutional autonomy. This requires a steady job with enough pay after taxes to buy the standard of living that is dangled before them. In this struggle for personal independence, their union is a means, not an end. And affiliation is not as important as its bargaining effectiveness.
See: "International Unions and the Struggle for Employee Independence," by Murray Cotterill, p. 232.



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News briefs

■ **Federal and provincial laws concerning equal pay for men and women for work of equal value show "a substantial degree of compliance" with an International Labour Organization Convention,** according to a study by the Canada Department of Labour. The study, titled "Equal Remuneration for Work of Equal Value," examines the present legislation, both federal and provincial, and indicates what action is required in each jurisdiction to achieve full conformity with the ILO Convention.

All jurisdictions in Canada, except the Yukon, have endorsed by legislative measures the main requirement of the convention, which is to promote and ensure the application of the principle of equal remuneration. Three provinces—Newfoundland, Prince Edward Island and Nova Scotia—set lower rates of minimum wages for women than for men, despite having equal pay legislation in their statutes. No two jurisdictions have exactly the same legislative wording to define the concept of "equal pay for equal work," and rationalizing the inconsistencies in this area may also delay Canada's ratification of the Convention.

The study states in a foreword, that Canada will eventually seek to discharge its international obligation to ensure the full application of the principle over a period of time, through action taken at both the provincial and federal levels. "There is still much to be done in order to fully achieve in practice the principles of the convention," commented Labour Minister Bryce M
"Meanwhile, the federal Government will be c
with the provinces with a view to ultimate ratif

The study is the second of a series. The first c
minimum age for employment. Copies of the
available from the International Labour Affair
Canada Department of Labour, Ottawa 4.

■ **The federal Government began on 1 Febr
to pay 50 per cent of the Medicare premium
federal employees working in those provinces
monthly premiums** (Ontario, Alberta, and Br
lumbia). This first phase did not affect federal e
in Manitoba and Saskatchewan.

On April 1, the federal Government will pa
cent of the provincial monthly premiums, or 2
of the projected provincial share of per capit
Medicare, whichever is the greater. This will
increased payments for federal employees in S
wan, Manitoba, Québec, New Brunswick, Nov
Prince Edward Island and Newfoundland. Th
insurance plan will continue to operate in th
and Northwest Territories until territorial
comes into operation.

Donald MacDonald and Bryce Mackasey at Cuernavaca

abour Minister Bryce Mackasey and Canadian u Congress President Donald MacDonald in Jan- vited the campus of the Inter-American Institute abour Studies at Cuernavaca, Mexico, where the dan Labour Congress and the Canadian Interna- l Development Agency are assisting in the con- tin of additions to the school (LG, Feb., p. 79). oject will provide a classroom building, a dormi- ad a library. Mr. Mackasey said that he was e to visit the construction site to learn at first hand ontribution that the CLC project will make to ueducation in Latin America. He noted also the rnt assistance given to the project by the Canadi- Government through the Canadian International lopment Agency.

■ **Employees at two Ontario companies have accepted wage freezes.** An 18-month wage freeze was agreed to by employees at Canadian Acme Screw and Gear Ltd. and Monroe Acme Ltd., Toronto. Local 984 of the United Auto Workers agreed to an 18-month extension of the former contract, effective from 25 January 1971 to 25 July 1972. The agreement covers 870 employees. The continuing hourly wage rates are $2.79 for a labourer and $3.74 for an electrician. The company had originally wanted a three-year freeze and had threatened to close the plant, saying that it could not afford any increase in its costs because of reduced business.

At Dunlop Canada Ltd. in Whitby, employees accepted a 12-month extension of their former contract, effective from 1 June 1971 to 31 May 1972. The agreement covers 520 employees. The production employees at the plant are represented by Local 494, United Rubber, Cork, Linoleum and Plastic Workers of America. The current rates to be maintained are $3.15 an hour for a sweeper and $4.09 an hour for an electrician.

■ **The Canadian Railway Labour Association executive for 1971 is shown in the accompanying photograph.** The CRLA represents all of Canada's organized railwaymen. Seated left to right are: J.C. Walsh, Representative, United Association of Journeymen and Apprentices of the Plumbing and Pipe Fitting Industry of the United States and Canada; W.C.Y. McGregor, CRLA Chairman, and International Vice-President, Brotherhood of Railway, Airline and Steamship Clerks, Freight Handlers, Express and Station Employees; Peter Carew, CRLA Executive Secretary. Standing are: Harold Stockdale, Representative, Brotherhood of Railroad Signalmen; A.M. Hopper, CN System Federation Chairman, Brotherhood of Maintenance of Way Employees, D.N. Secord, President, Canadian Brotherhood of Railway, Transport and General Workers; and G.C. Gale, Canadian Vice-President, United Transportation Union. Absent: J.F. Walter, CRLA Vice-Chairman, Brotherhood of Locomotive Engineers.

■ **An increase of $1.40 an hour spread over t has been won for tradesmen working on new cons for four companies in British Columbia.** The ag was signed in December between Local 1-21 International Woodworkers of America and Fe dustrial Relations, bargaining agents for the cons companies.

The increase will give the qualified tradesmen hour on 1 January 1972. Helpers and improv receive an increase of $1.10 an hour over tw retroactive to 15 June 1970. Wage rates for in on 1 January 1972 will be $4.92 an hour, a for helpers will climb to $4.62½ an hour. The contains also new seniority provisions, new awa home living cost provisions, new car mileage ra an agreement that the company will supply eye tion on all jobs "except in the case of weld burning." The union claims that the increase the tradesmen is one of the largest ever negot the history of the IWA.

Accountants, engineers, scientists and other professionals are having as much trouble finding positions as white-collar workers, says the Technical Service Council, a Toronto-based, non-profit placement service operated by industry. Jobs for such professionals have plummeted 30 per cent in the last year, while the number of job hunters has increased by 17 per cent, according to a survey of 1,400 companies across Canada.

Despite the increase in job hunters, employers report difficulty filling openings for men with five to 15 years experience. Starting salaries range from $10,000 to $20,000. Most firms are insisting on experience in their particular industry or specialty, and they expect the new employee to require little training. Rising costs have encouraged companies not to compromise, and many job positions are still open for from three to six months.

Canadian industry has few openings for holders of Ph.D. and M.Sc. degrees in engineering and science, although they are being graduated in near-record numbers. A Council survey of 419 current jobs for experienced engineers and scientists shows that only 22 require advanced degrees. "Experience is more important to most employers than an advanced degree," according to N.A. Macdougall, General Manager of the Council. Of 101 current openings for electrical engineers, only one requires an advanced degree, while one other preferred it. Even in electronics, a field which is fast-changing, none of the 27 jobs surveyed required an M.Sc. or Ph.D., although three employers preferred one. Other jobs surveyed showed a similar limited interest, although 14 civil engineering jobs, mainly with consulting engineering firms, preferred a Master's degree for non-contact positions. In all cases, the employer required directly applicable experience in addition to the degree.

Employers will consider a man with an M.Sc. for jobs requiring only a B.A. Personality, motivation and experience will play a greater part in his choice than the added degree. They have more reservations about the use of Ph.D. degrees. They consider them research-oriented, and often are reluctant to hire them for other types of work. Companies think they can obtain more useful industrial experience for the same salary.

"We didn't know what to do with a Ph.D. We've never had one on our staff," says a typical employer. A mining executive says, "We want geologists who can find ore, not look at books and write technical papers." There is nothing to suggest that a Ph.D. is better at finding ore than a B.A. Employers also complain that the Ph.D. is narrow and not trained in interdisciplinary techniques.

Postgraduate training may make a man less saleable in today's job market. The TSC advises Bachelor's and Master's in engineering and science who are having trouble finding jobs against taking further postgraduate training. It may be preferable to take a sub-professional job to get one's foot in the door, rather than to take advanced training that is in even less demand.

■ **Robert Stewart of Halifax is the new President of the Canadian Construction Association, succeeding R. G. Saunders of Vancouver.** Mr. Stewart is President of Cameron Contracting Ltd. of Halifax, a company with which he has been associated since 1953. He has been in turn a provincial vice-president, a director, and a national vice-president of the CCA. Born in Shediac, N.B., in 1923, Stewart received his early schooling in Yarmouth, N.S., and attended Westmount High School in Montreal. After service in the RCAF, he graduated from McGill University as a civil engineer in 1949.

Robert Stewart

■ **A week-long labour education school for women only, sponsored jointly by the Canadian Labour Congress and the Québec Federation of Labour, was held from March 14 to 19 at St. Donat de Montcalm, north of Montreal.** Jean-Jacques Jauniaux, Québec Education Director for the CLC, said that the idea for such an undertaking has been developing for several years.

"The number of female trade unionists keeps growing and will soon reach 50 per cent of the total organized labour force," Mr. Jauniaux said. "In spite of this, very few women are ever elected to fill administrative offices in the labour movement. With these seminars, we hope to get women workers more interested in union matters, and better able to share in the decisions affecting their lives and careers." Jauniaux pointed out that mixed classes usually contain only one or two women for every 20 men. "Obviously under such conditions you cannot expect women to express themselves and participate as freely as they would wish," he said.

"There is no intention to initiate a policy of segregation of the sexes within the labour movement; in fact, all other CLC-sponsored courses remain on a mixed basis," he said. "We simply hope that after a while the number of women attending mixed courses will rise considerably; and that we can then discontinue the women-only schools. We hope that, as a result, there will be an increase in the number of women elected to higher offices or appointed to staff positions within the labour movement."

Two other schools, both co-educational, were held at the same location in February and March. The curriculum was the same for all three schools: grievance procedure; labour legislation; collective bargaining; parliamentary procedure; structure of labour; workmen's compensation and unemployment insurance legislation; political action; and sociology. The only difference between the three schools is that most of the courses at the women's school were led by women instructors; and the instruction ended with a one-day seminar during which the students discussed the problems facing organized working women.

■ **Wage parity for women has been won at Swi dian Co. Ltd. under the terms of a new collectiv ment.** The new agreement, effective 4 Januar covers Swift packing house workers in Vancou monton, Winnipeg, Toronto and Moncton, a signed three months ahead of the expiry date old agreements

Increases for women are: 95 cents an hour, with of it to begin immediately; and up to $1 an some employees. Increases for men range from to 97 cents an hour, depending on skills. The wage rate, including the first increases of Janua will be $3.85 an hour. A cost of living escalato is incorporated in the agreement, and it prov an increase of 1 cent an hour for each 0.5 increase in the Consumer Price Index, if the inde by 5 per cent above the level of March 1971 each year thereafter. Changes in the pension now give a minimum pension of $5 a month year of service for employees retiring after Ja 1971.

■ **Eighty-nine per cent of university and coll dents who looked for paid summer employment were successful in finding jobs for at least the summer, according to a survey made by partment of Manpower and Immigration.** Of th found work, 57 per cent worked for two to four 21 per cent for one to two months; 13 per cent than four months; and 7 per cent for less t month. Earnings averaged $960 per student. 62 per cent of the students found work in pr dustry, compared with 72 per cent in 1969. Gove at all levels in 1970 provided work for 30 pe the students, while educational institutions pr for 6 per cent of them. The remaining students did not indicate in which sector they worked.

■ **The conciliation services offered by the Ca partment of Labour in 1970 brought about settlements in 92 per cent of the disputes re the Department from enterprises within federal tion,** Labour Minister Bryce Mackasey report address to students of the Faculty of Business, U of Calgary, in February. Mr. Mackasey said tha iation officers and conciliation boards betwe ended 121 disputes, thereby obviating any strike action. The 121 disputes concerned m 21,000 workers.

Retired employees of the Ontario Government have been given an increase of 2 per cent a year in their pensions as of 1 January 1971. About 4,300 former employees, who retired before 1970, or their dependents, qualify. Each retired employee will receive an additional per cent of his pension compounded for each year of retirement. The maximum benefit will be a 50 per cent increase in pensions for those who retired in 1958 or earlier. Similar pension increases have been given to retired Ontario teachers. The Ontario Government raised the minimum annual pension to $2,100 or from $50 for widows in 1969. The new increase will apply to the original entitlement, but the beneficiaries will continue to receive the supplement if their recalculated pensions fall below those levels. The changes do not provide for a future automatic increase related to the cost of living index, but the Government is considering such proposals as recommendations on funding and benefits of the pension program.

The Jacques-Cartier Typographical Union, Local 145 of Montreal, affiliated with the Québec Federation of Labour, celebrated its centennial in 1970. It is one of the oldest French-speaking unions in the Province of Quebec.

The union was formed by a group of French-speaking typographers in January 1870, and has been affiliated with the Typographers' International Union ever since. The members were following the example of their English-speaking fellow workers who, some time before, had formed their own local. Among the pioneers of the union were Peter Crosby, then Chief Editor of the Daily News and of the Transcript, and Pierre Giffard, typographer and foreman at L'Etendard. Mr. Trefflé Berthiaume, who later became president of La Presse, attended the first meeting of the founders.

When Local 145 was founded, working conditions for typographers were particularly difficult. It was not unusual to find 14-year-old children in the shops. In 1870, a typographer still earned only $6.00 to $7.00 for a 60-hour week. Today the Jacques-Cartier Typographical Union has 600 members, approximately half of whom are employed by the Montreal dailies La Presse and Montréal-Matin.

Carol Lutes

■ **Carol Lutes has been appointed Co-ordinator of Equal Employment Opportunities by the Public Service Commission of Canada.** The creation of such an office was one of the major recommendations contained in a report prepared for the Commission by Kathleen Archibald—**Sex and the Public Service** (LG, Nov. 1970, p. 784).

With the appointment of Miss Lutes, the Commission aims to develop plans that will help women further their careers. She will report directly to one of the three Commissioners of the Public Service Commission and conduct a series of studies on which to base programs and prepare recommendations for the Commission's consideration. Miss Lutes, who was public affairs director for the Ottawa Citizen, joined the newspaper in 1962 as a staff writer and in 1965 was appointed assistant women's editor.

Labour relations around the world

■ **The Metal Trades Committee of the International Labour Organization has asked the Governing Body of the ILO to make a study of the social impact of multinational corporations in the metal trades** "in the fields of human resources (especially in the area of income maintenance and training), conditions of work and life and industrial relations, in line with the social principles developed by the ILO." This recommendation came from a meeting of the Metal Trades Committee held at Geneva in January. This 9th session of the Committee was attended by 220 representatives from 27 countries.

The Committee asked also that the ILO, in co-operation with other international bodies, make studies of health risks in the metal trades, and set up general international standards in the field. The committee said that it is necessary to "protect the health of the workers in the metal trades against pollution of the workplace, in particular through gas, radiation, noise, dust, spreading particles, an bad climatic and light conditions," and through the use of such materials as lead, beryllium, manganese and cadmium.

The Canadian delegation to the meeting was headed by Government delegate K.P. DeWitt, Assistant Director, Labour Management Consultation Branch, Canada Department of Labour. The other Government delegate was W. Davy, Director, Industrial Training Branch, Ontario Department of Labour. The employer delegates were: J.-P. Villeneuve, President, Volcano Ltée, Montréal, and E.W. Greenslade, Director of Personnel and Industrial Relations, Westeel-Rosco, Toronto. The worker delegates were: Aldo Caluori, International Association of Machinists and Aerospace Workers, Pont Viau, Qué., and Antoine Potvin, President, Fédération des Travailleurs de la Métallurgie des Mines et des Produits Chimiques, Arvida, Qué.

■ **The United States has a new Railroad Saf that was signed into law by President Nixon in O** The Act gives the Secretary of Transportation a to set up and police standards, empowers him to shipment of hazardous material, and gives him a over grade crossings and railroad rights-of-way.

The Act established a central reporting system ardous materials accidents to provide technical a advice to communities and carrier to meet an gencies. Commenting on the Act, Secretary of portation John Volpe said: "For the first time th al Government has the authority to move direc swiftly to prevent accidents or to take corrective if they occur. In addition to the problems of hazardous materials, the Department of Transp will be able to make a determined effort to el grade crossing accidents that took the lives of mo 1,500" persons in 1969.

■ **About 1,600,000 U.S. workers will receive creases amounting to $324,000,000 a year thro increase in the federal minimum wage effective F 1.** The increase from $1.45 an hour to $1.60 wi to employees of small retail or service establis laundries, dry cleaners, hotels, motels, rest schools, non-federal hospitals, and nursing homes in the work-force are already covered by th minimum under the federal Fair Labor Standa The exception is in agriculture, where the mini $1.30 an hour.

e aggregate membership of trade unions in Britain nd of 1969 was approximately 10,302,000, reports inistry of Employment and Productivity. This r was 268,000 or 2.7 per cent more than the 1968

mber of males in unions at the end of 1969 was 00, up 1.7 per cent from 1968. And the number ales was 2,460,000, up 6.0 per cent from 1968. tal of 10,302,000 included 53,000 members in s in the Irish Republic and 7,000 in other s outside Britain.

end of 1969 there was a total of 508 unions; these had fewer than 1,000 members each, and d 212 with fewer than 500 members each. These e unions accounted for less than one per cent of l membership of all unions. In contrast, the 24 unions, each with 100,000 or more members, ted for 73.4 per cent of total membership. Nine had more than 250,000 members each, for a total 4,000—or 55.2 per cent of the combined union brship. The report shows also that, although trade membership increased over the last 10 years by .1 per cent, the number of separate unions de- by about 24 per cent.

Alliance for Labor Action reports that about orkers have been organized into its affiliated L-CIO unions in the Atlanta, Georgia area since ber 1969. The Alliance has won 40 of 60 tion votes and others are pending. The ALA d also that, in the first 12 months of its existence, buted more than $1,000,000 to 20 national and nity organizations in the United States. The ALA osed of the United Auto Workers, the Brother- Teamsters, the National Council of the Distri- Workers of America, and the International al Workers' Union (LG, Aug. 1970, p. 549).

nz O. Vetter, President of the German trade ederation (DGB), was elected President of the an Confederation of Free Trade Unions in the nity on December 10 in Brussels. He succeeds Kloos, President of the Netherlands trade union on (NVV), who has now become Chairman of tch television service (VARA). The ECFTU Ex- Board, which took the decision, welcomed also EC proposals for economic and monetary union, dition that sufficient guarantees are given to democratic control, and that the trade union nations obtain the same rights on the European on the national level.

■ **Government fiscal policies to help create productive employment were the subject of a January meeting of economists at the International Labour Office in Geneva.** The economists discussed the role of fiscal tools including tax structures, subsidies and exchange and interest rates in influencing such factors as the relative prices of capital and labour, patterns of production and consumption, exports, and needs of rural areas. Their conclusions are being embodied in a report that will be used to inform governments of the fiscal policies open to them, to emphasize the importance of employment criteria in national and international development planning and research, and to guide the future work of the ILO in this field.

■ **Nearly 31,000,000 American women—43 per cent of working-age women 16 years of age or older—were employed or looking for work in January 1970,** reports the New York State Department of Labor. Fifty years ago—the same year that U.S. women gained the right to vote—8,200,000 women, 23 per cent of working-age women, were in the labour force. Almost three out of five women in the labour force were 35 years of age or older, and two out of five were 45 years old or over. The median age was 39 in 1969.

■ **An international meeting on the use of audio-visual media for labour education is being held from April 27 to 29 in Esbjerg, Denmark.** Organized by the International Labour Film Institute, the meeting's purpose is to increase the use being made of these media. Representatives of trade unions will be able to view and acquire films, slides, film-strips and other audio-visual aids for their own use. The Institute, which is closely connected with the International Confederation of Free Trade Unions, acts as an international centre for the collection and dissemination of films and audio-visual material for trade unions.

■ **The United States has a new Safety and Health Act that authorizes the federal Government to set out and enforce occupational safety and health standards applicable to all businesses dealing in interstate commerce.** About 55,000,000 workers will be affected. The Act authorizes loans to aid small businesses in complying with the standards; requires federal agencies to have occupational safety and health programs consistent with the standards developed; authorizes establishment of a National Commission on State Workmen's Compensation Laws to report by 31 July 1972; and provides for an Assistant Secretary of Labor for Occupational Safety and Health.

50 years ago

A national industrial conference in Ottawa on the building and construction industry, results of a study of company housing, a U.S. study of accident-prone women in industry, a new kind of industrial college, and the appointment of a woman immigration agent for Manitoba were some of the topics reported in The Labour Gazette of April 1921.

■ **At the request of the National Joint Conference Board of the Building and Construction Industry in Canada, the Minister of Labour convened a national industrial conference in Ottawa on 3 May 1921.** Discussed at the conference were: existing conditions in the industry; the shortage of dwelling, commercial and public buildings; the seasonal nature of the industry and possible methods of regulation; development of technical training; factors in building costs; efficiency and its relation to production and hours of labour; wages and their relation to cost of living; distribution of labour, unemployment insurance, industrial safety; and the development of joint industrial councils.

■ **Results of a study on housing by employers in the United States were released by the United States Bureau of Labor Statistics.** The investigation, covering manufacturing and mining towns, chose 213 companies as representative of all employers providing housing accommodation for their workers. The companies employed 462,991 men, of whom 160,645 or 34.4 per cent were housed by their employers.

Company housing dates from the time when industry passed from the home to the factory. In the early part of the 19th century, "many colonial iron masters ruled with almost feudal sway over a neighbouring settlement of their labourers and country people, and such enterprises often became the nucleus of a permanent village."

The main reason for a housing policy was the impossibility of supplying homes for the workers in a new district by ordinary commercial methods. Although these settlements were common in mining communities, they became increasingly prevalent elsewhere as industry began moving away from the overcrowde tres. Apart from the motive of necessity, em found that the creation of a company town ensu character and loyalty of their workers. "Tena company houses," the report stated, "are selec because they are skilled, but on the basis of thei pensability and of their faithful and loyal servi the company."

The advantages of company housing to the em were many. It attracted a better class of workm reduced labour turnover; the improved living con made the workers more contented and efficien the company had more control of the labour sit and a better chance of presenting a good public i

Rents of company houses were moderate and well the means of the low-paid wage earner; 68.6 p rented for less than $8 a month. The cost of h to the employer was a low $383 for each em house, although this amount did not include l improvements. On his housing investment the em received on the average a gross return of 8.3 per percentage based on the original cost as repor 60 firms. The Pennsylvania coal companies, ho obtained a gross annual revenue of 11 per cent total inventory value of the houses built by th their workers. Few employers used a formal writte in letting company houses to the employees, occu being by "tenancy-at-will," to be terminated by party without notice. Where leases existed, the tained provisions that were stated to have a influence in times of strikes."

■ **The New York Bureau of Women in Industry took a study of accidents among working women ing the period from 1 June 1917 to 1 June 191 thousand accident cases in the metal, textile, cl paper products and printing industries were re** Described in Safety Engineering for January 19 investigation showed that the highest percent accidents occurred among the very young and in enced workers. Almost one half of those injure under the age of 21, and about 63 per cent we ployed for less than a year. More than one hali injured were receiving less than $10 a week.

Married women, it was reported, were more ac prone than their single counterparts. Althoug made up only 10 per cent of the total number em they had 28 per cent of the accidents. It was t that fatigue played an important part, as these were breadwinners as well as homemakers. Ten p of the injured women were not actually at wo had been moving about at the workplace.

gatest number of accidents were inflicted by ma-
en, for during World War I many women were
machine work for the first time. The metal indus-
l in machine accidents, a great number of them
by power presses. Power sewing machines also
sponsible for a number of accidents, needle inju-
ien becoming more serious through neglect. In
aer industry the machine that caused most acci-
s as the corner stayer; in the textile industry the
knitting machine and draw frame caused the
ie toll.

ng and falling accidents ranked next in number
ine accidents, and represented about 17 per cent
hole—poor lighting, bad construction, obstacles,
els and slippery floors being the direct causes of
cidents. Less than 1 per cent of the accidents
e from lifting heavy burdens, but this source of
s often slow to develop and difficult to trace.
cases, the hair of the women was caught, and
instances, the hands were drawn in because of
es worn. Only 2 per cent of the accidents were
ed to clothing.

personal interviews, half of the girls revealed
y were unable to return to work when their
sation period was over; others changed their
work because the accident had made them
nsive. The investigators who conducted the in-
subsequently recommended that safety training
play a greater part in industries where women
loyed, that safety devices on all machines should
foolproof, and that presses and sewing machine
should be guarded. Fatigue was cited as the
eason for the accidents, however, and it was
ended that provision should be made for peri-
t periods, reduction of hours of work, and
of processes. With these preventive measures,
machine guards and proper training in industry,
ort concludes, "work accidents among women
care of themselves."

ew kind of industrial college was being construct-
ntioch, Yellow Springs, Ohio. The aim of the
was to create generalists rather than specialists
dutry, and the aim of the courses was "to develop
pcity for initiative, self-reliance, sound judgment,
ability to carry ultimate responsibility." The
were to cover all phases of administration in-
organization, personnel, management, account-
cost-keeping, and salesmanship. The program
the professional or technical student to spend
time at school and half at practical work allied
y as possible to the line of his calling. Students
alternate between a month at school and a
t work.

Courses were to extend over a period of six years, and it was planned that provisions could be made for students to be self-supporting during the college course. Nearby industries provided part-time employment, and further plans called for the construction on campus of a factory building that would house small industries offering work to students. The school was to be supported mainly by tuition fees that would range from $200 to $300 a year.

The Labour Gazette quoted from a then recent article in the New York Post: "Antioch is blazing a new path in American education. Students, teachers and trustees will be pioneers together in working out its destiny. The entire country is being searched for a faculty of men and women who have the courage, vigor, originality and vision to bring these hopes to fruition."

■ **The Manitoba Government was reported to be considering the appointment of a woman immigration agent to personally select women in Britain for domestic service in the province.** Half of her salary would be paid by the provincial Government, and half by the federal. A similar plan had been adopted by Saskatchewan.

International unions and the struggle for employee independence

Murray Cotterill is Public Relations Director (Canada) for the United Steelworkers of America, and Editor, Canadian Edition, of **Steel Labor.** He was for three years director of the political action committee of the former Canadian Congress of Labour. A former president of the Toronto and Lakeshore Labour Council for 10 years, he also served as personal representative in Western Canada for C. H. Millard, former Canadian Director of the United Steelworkers. Mr. Cotterill began working with the Steelworkers in 1940. He was one of the first 21 public relations specialists in Canada to be granted accreditation by The Canadian Public Relations Society, Inc.

by Murray Cotterill

Are international unions blocking development independent Canada? Or is membership in intern unions a practical response by pragmatic Ca seeking personal independence in a world of glob ployers?

In an article published in the November 1970 i The Labour Gazette—"The Struggle for Canadi bour Autonomy"—Ed Finn, Research Director Canadian Brotherhood of Railway, Transport an eral Workers, sees a struggle for Canadian union omy seething away within our country's labour ment. This, he explains, is part of a current nati fervour that requires Canadians to cut themselve from what he calls "at best, a benevolent U.S. c lism."

Mr. Finn claims that international unions, wh labels "American unions," are already sufferin the secession of locals. But he supports his cl some very selective evidence. He mentions thre

l unions that have lost some locals. In two of es, the secessions could be more accurately ex- as normal western Canadian antagonism to all astern.

lects the biggest secession story of all: That's e of the Montreal transit workers who switched n international union to an all-Canadian union ears back because, as some all-Canadian union- lained it, they would no longer have to "send ues to the States," and because they weren't satisfactory bargaining results. Most recently, gone the whole hog and have seceded from the adian union because they wanted to stop sending es outside Quebec to Ottawa.

the fact that successful international unions have eadily evolving separate Canadian administrative es, despite the fact that the Canadian Labour ss is encouraging such administrative autonomy, spite recently repeated assurances from union in the United States that their Canadian members ve such autonomy or independence with their any time they want it, Mr. Finn stays unhappy.

me soon, he avidly predicts, there will be a "ti- struggle for "emancipation." And even if union rs do stay phlegmatically indifferent, he points nalist politicians standing by with laws in the designed to goad Canadian unions into secession ternational unions for their own good.

he greatest good will toward Mr. Finn and his for an all-out tussle with U.S. unionists, most an union members aren't seething or struggling is issue. Their all-Canadian unions and their national unions are both growing steadily in size that section of Canadian employees who can ay with collective bargaining under Canada's one-sided labour laws. The recent spurt in all- an unionism has taken place within the public sector. But this hasn't been at the expense of ternational unions, which have continued to ex- ithin the private sector. National autonomy, in m of separate Canadian administrative centers ng separate technical services under day-by-day n by Canadian officers, is evolving steadily as t result of growing Canadian union size and tieness.

uble with many ardent nationalists is that, for protestations against America and its corpora- ey view the world through U.S.-style managerial -from the top down. In today's managerial soci- ower always flows downward, never upward. It's d office that counts. The trademark is essential. eans that maple leaves or fleurs-de-lis must be

Murray Cotterill

plastered vividly on every exposed surface. Furthermore, fraternization with the competition outside Canada or outside Québec is dangerously disloyal, particularly on the part of the susceptible masses who have not had the protective advantage of a university or classical college education.

But most employees view economics, political science and the world about them from a different angle. They view them from the bottom up. They aren't struggling for institutional autonomy. Their struggle is for personal autonomy. That requires, as in other industrialized lands, a steady job with enough pay after taxes to buy their families the standard of living dangled before them by their boss's advertising agency and by the beautiful-people pushers in the mass media.

In this struggle for personal independence, their union is a means, not an end. Its affiliation is not as important as its bargaining effectiveness. Who bothers to look for a U.S. union leader to act the role of an absentee despot when the chief threat is some efficiency addict of a manager right here at home?

When employees talk about their union, they are usually talking about their local union. That's the important organization. It's their local union that negotiates agreements; more important, it's the local union that takes up personal grievances.

Sooner or later the most self-centred local unionist realizes that a strike or lockout could take place, and that an isolated, independent local could be easily wiped out. You might be able to weather the storm personally, but there are young fellows without savings, old-timers who aren't yet qualified for a pension, and plain and ordinary spendthrifts who are always in hock to a finance company. Although your union is no stronger than its weakest link, you have to make sure that these fellow employees can get help during a crisis.

Your employer has competitors or other branch operations that could do your work. To safeguard your own job, it's important that these fellow employees be organized too. Your employer can afford high-priced lawyers and technical advisors to help him outmanoeuvre your bargaining committee. It's only common sense to provide similar assistance to your bargaining committee in order that it can counter-manoeuvre. Your employer has political pull. He is always after laws to weaken your bargaining power. He is always opposing things like higher minimum wages, better compensation, higher old age pensions, and medicare. He is always whining for more anti-union laws. Your local needs political pull as well.

All of these things cost money, which you must provide in the form of dues dollars. But it is only human nature for people to try to take unnecessary time off at the union's expense. It's only human nature for elected officers to want as high a salary as possible. The answer? Spread the cost by affiliating with other local unions over as wide an area as possible. Then truculently oppose dues increases at membership meetings. That will keep the finances under control.

The exact initials of needed local union affiliations and the details of various per capitas can be safely left up to the smaller group of union activists who specialize in such matters and who end up being drafted as stewards or elected to local union offices.

You might expect fellow Canadians to be your natural allies. But the unpleasant fact is that, in labour-management disputes, fellow Canadians tend to divide along class lines in both official languages. Furthermore, fellow Canadians with common interests in many occupations can be few in number and widely separated. American workers, who get higher pay just because they are Americans, are more numerous in more occupati and they often live closer. It's simply nonsense n have them help spread union financial risks. It's a insane if, as is increasingly the case, your own happens to be managing a branch operation of the company that is also arguing with its American wo

The officers of faraway union institutions such as l councils, federations, congresses and national or national union headquarters don't worry the av union member very much. They are elected. Ther they're primarily concerned about re-electability. makes them act quite differently from the top br corporations who are primarily concerned about m a profit and exercising authority.

The average union member is quite right. Top officers, all-Canadian and international alike, do p to let local unions settle as many of their own prol as possible. If they live in the United States they w be only too happy to see the Canadian section of union become so big that it becomes self-financin capable of settling as many problems as possib Canada. Any study of internal arguments brough final judgment to a national or international convention consists, almost invariably, of comp against local union officers or close-at-hand off Most complaints about top officers are that they to support local union officers instead of agreeing local union critics of those local union officers.

The same rules apply to union finances. **In most u half or more of the basic dues dollar stays as near as possible in the local union's own treasury, or is s between that local and some Canadian district stru such as a joint board or joint council of local u In the case of the bigger industrial unions, both all adian and international, a larger section of the due go to the central organization.** In these cases, the m is used to pay full-time field staff and specialists, th relieving the local of the need for full-time bu agents.

Because full-time personnel in Canada get paid i nadian dollars, because bills for goods and servi Canada get paid in Canadian dollars, because U.S and U.S. suppliers want their money in U.S. d and because all unions consider Canadian and dollars to be equal, the practice is simply to d Canadian dues dollars in a Canadian bank to pa nadian costs, and to deposit U.S. dollars in U.S. to pay U.S. costs.

bi U.S. complaint in most international unions
arge Canadian membership is that, under this
n Canadian sections seldom pay their own way,
hy need massive subsidies from U.S. union
es. The costs of organizing, servicing, bargaining
ting are all higher in Canada than in the United
. That's a natural result of having to operate in
geographical area with a thinly spread, bilin-
oulation, under laws that require compulsory
ion and compulsory arbitration of all disagree-
nd where the cost of strikes has been tradition-
ger.

Despite subsidization of Canadian sections reported by 29 international unions, the latest Corporations and Labour Unions Returns Act figures for 1968 list net Canadian income (after Canadian locals get their larger share of the dues dollars) for all international unions of $41,514,000. Expenditures in Canada by all international unions during the same year totalled only $29,544,000.

On the surface, this looks like approximately $12,000,000 in Canadian dues remaining under the control of international union head offices. But, this could be justified solely on the grounds that, in any international union with a small Canadian membership, Canadian members pay their share of services and know-how provided by their international union headquarters. (In this connection, CALURA comparisons show that they aren't getting a bad bargain. In addition to the big percentage of their dues dollars remaining in local hands, Canadian international union members pay only 40 per cent of the balance for head office and Canadian service, while the all-Canadian local unionists must pay out 72.3 per cent of their surplus dues for similar assistance.)

Another explanation is that **many older unions have had to develop social security and insurance funds, rather than negotiate such protection from their employers. Were they to set up purely Canadian funds, they obviously could not get the same ratio of premium-to-benefit.** They could, of course, spread the risk by some form of co-insurance in co-operation with other insurance funds. This would, of course, have the same result as far as U.S.-Canadian statistics were concerned. In order to co-insure safely, it would make sense to co-insure with the larger units south of the border, just as private insurance companies in Canada do as a matter of normal routine now.

But the real benefit received by the international u
ists shows up vividly when you examine CALU
figures on strike funds and strike benefits. In
Canadian members of international unions
$9,250,000 into international union strike funds,
got back $14,547,000. And 1968 wasn't that bad a
The difference that will show up in 1969 and 1970
the millions upon millions of dollars paid in
benefits to Canadian Steelworkers and Auto W
are added will be even more dramatic.

CALURA figures for components of expenditure
that, from 1962 to 1968, 49.2 per cent of all interna
union expenditures in Canada went toward supp
strike welfare to their Canadian members. Thi
more than the total cost of international headqu
Canadian headquarters and Canadian field staf
the same period, which averaged only 40.4 per c
expenditures.

The percentage of dues coming back in the fo
strike assistance to national unionists reveals a som
different set of priorities. It averaged only 3.5 pe
of total expenditures, not much more than the 2
cent paid for professional fees. Admittedly, this r
the fact that the big national unions operate in rai
and public service, where long strikes seldom take
But it also reflects the fact that many smaller u
carry an all-Canadian label as a disguise for barg
ineffectiveness. You wait for the big boys to s
pattern, and cash in later on the cheap.

Of course, none of CALURA's financial data r
the real balance sheet. **Even with stronger unions k
money at home in Canada, 1969 profits taken
Canada by international corporations came to
billion. How much less would Canadian employee
been able to bargain from giant international co
tions that provide so many of our industrial jobs if
dian workers had been forced to depend upon the
resources in a showdown?** The extra billions in C
ans' pockets and the extra tax revenue extracted
Canadian Government from international cor
pockets must be balanced against any theoretica
loss before we can strike a true balance on th
of international unionism in Canada.

It is an interesting side issue that international u
with 1,353,000 members in Canada, have cash, d
and investments in Canada totalling $85,165,00
Canadian unions with 793,142 members have s
to bank and invest only $11,790,000 in thei
country.

from this bottom-up viewpoint of the individual
n unionist, the image of "American" unions
tiously penetrating a helpless Canada to secretly
te Stars and Stripes is utterly unrealistic. It is
torically inaccurate.

aiest North American unions were craft unions.
m being U.S. inventions, they were brought
ne ocean at approximately the same time by
ourneymen who viewed the U.S. and Canada
arbarous land mass. These tradesmen saw the
adian border as a minor impediment that could
till is leapfrogged with ease by any competent
or.

The second wave of unionization also took place around the same time in both countries. It followed the boom in extractive industry and manufacturing. Hordes of immigrants, most of them already acquainted with the union idea in Europe, were shipped across the ocean to perform the hard, dirty jobs required. From their point of view, anything was preferable to the poverty, famine and recurrent wars of the homeland. Native-born Americans and Canadians, all dreaming of being wealthy landowners, and already sending some of their sons to train as professionals, weren't interested.

The big nationalist struggle subsequently faced by the unions in textiles, garments, mining, smelting and

railroads wasn't all-Canadianism versus Americanism. The newcomers were too busy getting rid of older nationalist prejudices carried across the ocean to both North American countries. Besides, in both countries they had to face the hostility of the establishment, to whom the union idea was not just anathema but downright dangerous Marxism.

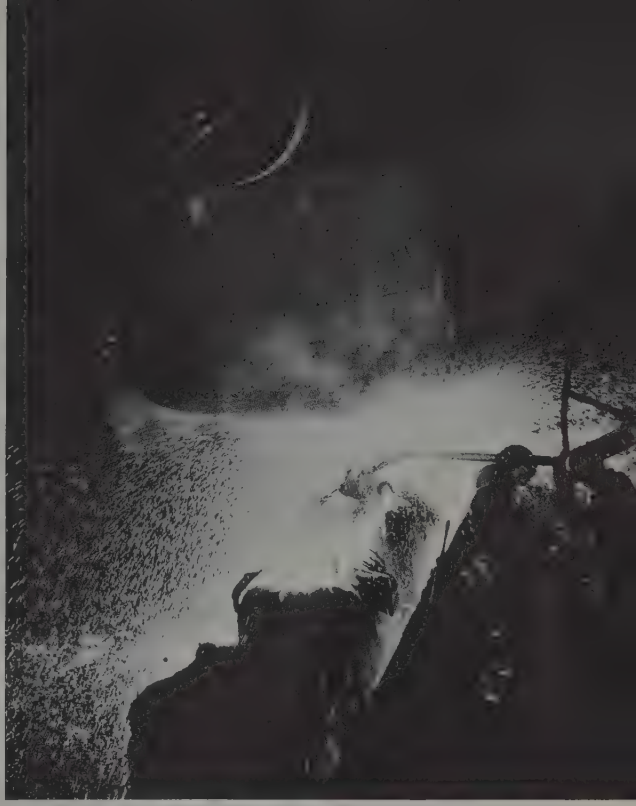
The third stage of union-building, of course, was the industrial union phase. Most Canadian unionists and most bigger unions are the product of this organizational explosion. Admittedly, this was a case of American success occurring first, and Canadian success following later. But, once again, this wasn't a sign of U.S. expansionism. It resulted from a political decision by U.S. President Roosevelt that union recognition should be required by law—a decision that moved masses of U.S. industrial workers' votes to the support of the I cratic Party. Similar laws—neatly offset by othe making strikes as illegal as possible as often as p for as long as possible—weren't enacted in Canad the middle of World War II.

Furthermore, by that time, the process of Am ownership of Canadian extractive industry and ma turing was well under way. Refusing assistance fro fellow workers, who were supporting the Canadia in a war as well as arguing with the same emplo the other side of the border, was not only absurd– unpatriotic! Ironically, successful all-Canadian uni and independent union institutions both beg flourish shortly after establishment of the new in tional industrial unions.

; the scattering of utterly independent employee
ons that are isolated from everyone, the first
oss-Canadian as well as all-Canadian union was
adian Brotherhood of Railway Employees (now
l to include Transport and General Workers).
adian Brotherhood of Railway Employees arose
employees of Canadian National Railways,
wner had become the Government of Canada.
eaders argued that international connections
ppropriate when the employer was the Govern-
ey criticized also the multiple craft union set-up
ng in the Canadian Pacific system and called
w industrial union structure. Their antagonism
he CPR system's unions wasn't soothed when
an asking Canada to merge the government
with their own private empire. As the Brother-
v it, that meant that CPR employees would keep
s, but that CN employees would be laid off.
e matters worse, the craft groups successfully
the new union from the then Trades and La-
ngress on the grounds that it advocated "dual
n." The CBRE survived by forming, along with
of smaller independent unions, its own All-
n Congress of Labour.

the "all-Canadian" label, the CBRE speedily
ommon ground with the newer CIO interna-
dustrial unions, which were also debarred from
des and Labour Congress by the older craft
Three men—the CBRE's all-Canadian A.R.
international unionist C.H. Millard and inter-
unionist Pat Conroy of the United Mine
s—became leading sponsors of a new Canadian
s of Labour. Both international and all-Cana-
lustrial unionists agreed that the new Congress
e utterly independent of both the AF of L and
in the United States. The CIO's first president,
Lewis, and its second president, Phil Murray,
th Americans. Yet they both supported complete
n independence.

n more important contribution to Canadian
utonomy was introduced at about the same time
representative Millard, who later became first
n director of the Steelworkers. As Millard saw
da's compulsory conciliation and arbitration
unions to offset experts with experts in every
gotiations, large and small.



This, in turn, required a large, well-trained Canadian field staff and a distinct Canadian headquarters with its own economists, publicists and other experts. It meant an active education department to keep local union officers, stewards and committeemen up to date. It meant a keen, continuing interest in legislation and political action. It meant operating in both official languages. Such Canadian headquarters are now a trademark of successful, effective and still-expanding international unions. They are also the model for successful all-Canadian unions.

Later still, when the older TLC and the newer Canadian Congress of Labour merged to form today's Canadian Labour Congress, an overwhelming majority agreed that it was to be clearly independent of U.S. central labour organizations. Because international unions form an overwhelming majority, this decision was clearly a decision of the Canadian sections of those international unions, rather than a reaction to ultra-nationalist pressure.

The most recent expansion of newer all-Canadian unions, such as the Canadian Union of Public Employees, the Canadian Postal Union and the Public Service Alliance of Canada, is an obvious result of the success of industrial union members, both international and all-Canadian. These newer organizations are composed of public servants who have been encouraged to seek collective bargaining because they have seen its effectiveness in winning higher comparative standards for employees in mass industry. **The fact that these new unions operate in Canada alone doesn't reflect anti-Americanism. Their employers, being governments within Canada, have no international managements to countermand local decisions.** Nor do they have any competitors.

When you boil down the objections to international unions in Canada, you end up with one obvious complaint. That complaint doesn't come from the employees who make up Canada's union movement. It comes, directly or indirectly, from Canada's economic establishment and its spokesmen in politics, the media and the culture industry.

That obvious complaint is that international unions have been too effective. They have enabled Canadian workers to organize themselves faster, to stay out on strike longer, to win higher wages and to acquire greater political influence. What could be nicer than to force members of a giant organization like the Steelworkers to pay for their strikes out of their own pockets, aided only by traditionally meagre donations from a relatively small Canadian labour movement? Not only would it weaken their bargaining power, but it would leave them with less money for political action.

Those who would sever the connection between Canadian and U.S. unionists in the name of nationalism point to the modern spawning of independent nation states as proof that nationalist isolation is a sign of the times and that Canadian nationalism is less than perfect as long as Canadian workers associate with a larger number of American workers in international unions. **But the really significant economic and social, as distinct from political, fact of our generation isn't nationalism. It is the burgeoning power of multi-national corporations whose supranational management cadres are fanning out to all corners of the globe.**

Their home base may be the huge private corpora of the United States, the huge state corporations USSR or the growing state corporations of Chin three of which possess massive internal common ma for their own industrial base. But their mutual is the global population of potential producers ou their home bases in smaller states that are not nomically self-sufficient.

Leftist or rightist, these new supranational operato favour independent nation-states for others, the sm and more tightly insulated the better. Unlike big tries with open doors to the rest of the world, s well-insulated nation-states provide politicians wh cheaper to subvert. And there's nothing like a of local nationalists who will gladly whip up high duction for low wages in the name of national sacrifice.

But, once workers in such countries mix with wo in other countries, and once those workers can upon outside financial support for their picket lines too start seeking personal independence. They no l accept the national liberation provided by their econ political and cultural managers as a satisfactory s tute. And at that same moment, the global corpora cheap ride comes to an end.

The trouble with international unions in Canada that they are blocking the road to Canadian ind dence. At a time when their employers have gleefully selling all-Canadian companies to interna corporations, and when their politicians have been peting to sell national assets to outsiders, interna unionism has made greater personal independen many Canadians easier and quicker. It has also money at home in Canadian pockets, thereby incr the chances of Canadians' developing their own i tions with their own Canadian investment dollars.

The trouble is that our international unions aren international enough to offset the spreading cha of global corporations. Canada's example of emp bargaining solidarity spreading across national bo ries, if extended beyond the U.S. and Canada could be the grass-roots response that the world now.

(The opinions expressed in the accompanying arti those of the author, and do not necessarily refle views or policies of the Canada Department of La

solving problems
he Nova Scotia construction industry

cotia has amended its Trade Union Act to help problems that particularly affect the construction y, and it has limited the use of ex parte injunctions ur disputes. The Government of the Province also to introduce legislation extending the right lective bargaining to fishermen.

endments to the Trade Union Act set up a new in of the Labour Relations Board—the **Construc- lustry Panel**—that will deal specifically with ap- ns for certification or decertification of unions onstruction industry. The amendment came into n January 1. Unions wishing to obtain bargain- ts must now apply for certification under special overning the construction industry or be volun- ecognized by the employer. The Panel will have ty to designate a geographic area as a bargaining d to grant area certifications. Bargaining units hed will no longer be restricted to on-site em- er

hanges have been designed to speed up and e certification. Now, a trade union having at least cent membership in an appropriate bargaining apply for certification, and a trade union having han 50 per cent membership in an appropriate aining unit is to be certified without a vote.

s concerning collective agreements or working ons in the construction industry are to be referred ately to a single arbitrator for final settlement. arbitrator will have to give his decision within 48 rs. The amendments set up machinery for preventive mediation at an early stage of the collective bargaining process. The Minister of Labour may appoint a mediator whenever he thinks that a mediator could settle or prevent a dispute. In collective bargaining disputes, a mediator may report as if he were a conciliator. The Act now gives the Labour Relations Board wider authority in determining successor rights where a business is sold, transferred or leased and is now authorized also to determine union successor rights.

The Board's authority to make an interim order and final decision in a work stoppage caused by an unlawful strike or lockout or a jurisdictional dispute is strengthened. Provision is made for interim orders to prevent work stoppages as the result of jurisdictional disputes. It will now be an offense not to comply with a Board order, and the order will not have to be filed with the Supreme Court in order to be enforceable.

An amendment to the Judicature Act specifies the circumstances under which a judge of the Supreme Court may grant an ex parte injunction in a labour-management dispute. An injunction may be granted ex parte only if: the judge is satisfied that the case is a proper one for the granting of an injunction; a breach of the peace, an interruption of an essential public service, injury to persons or severe property damage has occurred or is about to occur; and reasonable attempts have been made to notify the persons or trade union affected by the application for an injunction.

Cushioning the impact of industrial change

stance program for displaced workers in the tex- l clothing industries was announced by Labour r Bryce Mackasey in the House of Commons uary 22. The program is part of a new policy d by the Government to encourage employers e industries to introduce the type of structural oduct changes needed to improve their competi- ation at home and abroad. Mr. Mackasey stated changes "will strengthen the economic position ndustries and their long-term capacity to provide mployment for Canadians."

al policy will include creation of a textile and board responsible to the Minister of Industry, nd Commerce, promotional efforts, and volun- straint agreements with other countries. The r of Industry, Trade and Commerce, Jean-Luc noted in the Commons on January 22 that the nvisages also the application of unilateral mea- ncluding import quotas, in cases where a nego- olution, such as a restraining agreement, cannot ned.

description of the assistance plan, the Minister our said, in part: "Even beneficial changes can me adverse employment effects ... The clear f the policy is to keep these effects to a mini- ut, to deal with those that may occur, the Gov- t has decided to provide for a special program fits to assist workers who are affected to cope oblems of adjustment. In coming to this decision, **vernment has been very conscious of the fact ny of the workers employed in the textile and industries are over 50 years of age, are located l centres where employment opportunities are and possess skills that are not readily adaptable work ...**

n 21 of Bill C-215 is concerned with one aspect benefit program. It provides that any producer extile and clothing industries, or any trade union nting workers in these industries, or any repre- e group of unorganized workers, may apply to ile and clothing board for certification of a layoff ficant size and duration that can be directly ed to one of several causes: future reductions s on any textile and clothing goods imported into Canada; any conditions set by the Government for special protection; or serious injury or threat to the production of any textile or clothing goods as a result of import competition in circumstances where special measures of protection have not been recommended or have not been deemed practicable. Workers affected by layoffs certified by the Board will be entitled to apply as individuals for specific benefits, the details of which will be governed by regulations now being prepared by the Department of Labour ...

"The adjustment assistance program will provide for two types of benefits: a supplementary benefit; and, a pre-retirement benefit. First, for all workers, regardless of age, who are in receipt of unemployment insurance benefits and who have a clearly established attachment to the industries, there will be a supplementary benefit which, when added to benefits available under the unemployment insurance system, will provide for a total benefit, to a maximum of $100 a week, of two thirds of previous income from employment in the industries. Subject to transitional arrangements, this benefit will be payable only until such time as the benefit provisions of the forthcoming revision of the Unemployment Insurance Act take effect."

"Second, **for workers who are over 54 years of age at the date of layoff, there will be a pre-retirement benefit amounting to 50 per cent of previous earnings, payable after unemployment benefits have been exhausted and, if need be, until age 65,** when entitlement to benefits under the Canada Pension and Old Age Security Plans begins."

"Initially, the maximum payment under the pre-retirement benefit will be $75.00 a week. The amount of benefits will be adjusted for cost of living increases in the same manner as benefits are adjusted under the Canada Pension Plan. To provide continuing employment incentives, the regulations will permit beneficiaries to increase their total income, including benefits, by 50 per cent of earnings."

"To qualify for the pre-retirement benefit, the worker will have to meet a number of other conditions: he will have to have at least 10 years of employment in the industry within the 15 years prior to the layoff; he will have to be certified by the Department of Manpower and Immigration as an individual for whom there is no present prospect of placement, with or without training or relocation assistance; and, continuing eligibility will depend on periodic reassessment of employment prospects.

Mr. Mackasey concluded his remarks by asserting that the program was one with which he feels a considerable degree of satisfaction. "In my view," he said, "the pre-retirement plan, in particular, is a unique and significant social innovation, tailored to the specific problems in the textile and clothing industries. It will help greatly to meet the problems faced by displaced older workers in a manner consistent with the preservation of individual pride and dignity. Introduction of the program will represent an important step forward in our efforts to cushion the impact on employees of industrial change—a subject about which I will have more to say during the current session of Parliament . . ."

An industry profile

The textile and clothing industries have played an important supporting role in the evolution of industrial activity in Canada. Changes in the international market and technological improvement, however, have impeded the development of growth in the combined industries, causing a slight decline in overall employment. Even so, **with 73,000 persons employed in textile mills, 23,800 in knitting mills and 97,600 in clothing factories, these industries accounted in 1968 for 12 per cent of total manufacturing employment in Canada.**

Of equal significance is the fact that both the textile and clothing industries provide a large number of jobs for less skilled workers. Both employ a greater number of female workers than most other industries—75 per cent in clothing and 43 per cent in textiles, compared with about 23 per cent in manufacturing as a whole.

Employment in the primary textiles industry is concentrated largely in regions and localities in which outside employment opportunities are limited. According to the geographical distribution of the textile industry compiled by the Dominion Bureau of Statistics **in 1968, Québec had 639 plants employing approximately 54,300 workers, Ontario 500 plants employing 37,300, the Western Provinces 122 plants employing 2,400, and the Atlantic Provinces 24 plants employing 1,100.** Among the textiles produced are cotton, man-made fibre products and fibre processors, wool, knitting, carpet, mat and rug. Other sectors manufacture fibre, thread, cordage, twine and other miscellaneous textiles.

According to DBS figures for the clothing indu
1968, Québec had 1,540 plants employing appro
ely 62,000 workers, Ontario 530 plants emp
24,400, the Western Provinces 200 plants emp
11,000 and the Atlantic Provinces 13 plants emp
500.

Included in the output of Canada's clothing in
are hats, caps, foundation garments, fabric, glov
miscellaneous clothing. There were, **in 1969, 52,0**
tile workers in Montreal, 19,000 in Toronto, 6
Winnipeg, and 17,500 elsewhere. In the total
industry, according to a 1966 survey, over 80 p
of the workers were unskilled or semi-skilled.

ɔmen's rights and
e Newspaper Guild

**ploitation of women employees in the news in-
'will no longer be tolerated," the American News-
Guild declared at a special conference on sex
ination and women's rights.** The conference,
ook place recently in Chicago, called for a mobi-
of Guild efforts to eliminate discrimination in
p and on assignments.

**r Dunn, general staff writer on The Ottawa Citi-
d President of Local 205, was selected by the
s interim co-ordinator of women's rights activity.**
unn recently stood up for women's rights by filing
laint with the Women's Bureau of the Ontario
ment of Labour citing three Ontario newspapers
re continuing to run sex-segregrated help-want-
Classification of advertised jobs as "male" or "fe-
is prohibited by law, and exemptions must be
d before an employer can place, or a newspaper
nt, a restrictive job advertisement. The Women's
had suggested that classified job columns be
with titles such as "Jobs of interest to women"
obs of interest to men." The three newspapers
ntinued to use "Male help wanted" and "Female
anted," to head their columns, but the infraction
under investigation.

wsworld ghettos in both Canada and the U.S.
inning to break down, according to Mrs. Dunn.
Magazine had only 13 women among 160 writers
New York staff and bureaus the day the Guild,
ert with the state attorney general's office, filed
iscrimination complaint to the New York State
ssion on Human Rights. Since then, several
have been hired or promoted.

**s the first union, Mrs. Dunn believes, to hold a
nce exclusively on women's rights. The union
o make use of bargaining, contract protection and
nforcement to attack discrimination against**
Newspaper women complain they are being
ed to "women's stories," such as those involving
ie and welfare, and of being barred from cover-

Eleanor Dunn

ing the areas of society "where the power lies"—business, finance, government and armed forces. Mrs. Dunn said that women at the Ottawa Citizen have succeeded in having wedding and engagement announcements, once considered the forte of the women reporter, inserted as paid ads instead of as stories. She has been active for some time in the women's rights struggle, presenting a brief on sex discrimination to the Canadian Senate's Special Committee on the Mass Media, last April, and a brief to the Royal Commission on the Status of Women in 1968. She helped lead the successful campaign for admission of newswomen to the National Press Club in Ottawa.

After studying journalism at Carleton University in Ottawa, Mrs. Dunn published her own suburban weekly for eight years. She joined the Ottawa Citizen staff in 1968, acting as Assistant Women's Editor, but is now a staff writer specializing in the field of welfare. She is also a free-lance broadcaster for the CBC.

Ontario Employment Standards Act

Termination of employment regulations

Part 1A of the Ontario Employment Standards Act (termination of employment) was proclaimed in force from 1 January 1971. (L.G., Dec. 1970, p. 863). Regulations setting out the length of notice required in collective terminations of employment and other necessary provisions for interpretation and implementation of Part 1A were published in the Ontario Gazette on December 26, to take effect on 1 January 1971. (O. Regs. 515/70 and 516/70). Termination of employment, within the meaning of the Act, includes layoffs other than temporary layoffs, as defined. Notice of indefinite layoff is to be deemed to be notice of termination of employment.

Notice required

In mass terminations of employment, the minimum written notice that must be given by the employer to the employee and to the Minister is: 8 weeks where 50-199 persons are to be dismissed in any four-week period; 12 weeks for 200-499 persons; and 16 weeks for 500 or more persons. The notice periods first contemplated by the Government were the same, but they affected smaller numbers of workers: 8 weeks where 50-100 workers were involved; 12 weeks for 100-300 workers; and 16 weeks for over 300 workers.

Where not more than 10 per cent of the persons employed in an establishment are to be dismissed in a four-week period (and these total 50 or more persons), the requirements for notice in case of individual dismissal apply, unless the termination is caused by the permanent discontinuance of all or part of the employer's business.

Persons who have been employed for less than three months are not to be counted in determining the number employed in an establishment and are not entitled to notice on either an individual or group basis. Notice of termination may be made conditional upon th pening of a future event, so long as the required of notice is given.

The length of notice may not include any w vacation, unless the person, after receiving the agrees to take his vacation during the notice If a person is employed during the period of and thereafter for a period exceeding the length notice, he must again be given notice before his e ment may be terminated.

Coverage

The notice requirements for both individual and terminations of employment apply to the Crown agencies and to employers generally. They also to practitioners and students of various profe teachers, embalmers or funeral directors, comm fishermen, domestic servants (in a single family d used for a private residence), real estate salesme secondary students working under a program ap by a community college or university. These clas exempted from most other Parts of the Act. workers engaged in work directly related to the p production of farm products are entitled to no are workers employed in horticultural, veterinari agricultural occupations apart from farming pro commission salesman, other than a route salesm also entitled to notice.

Exemptions

The construction industry has been exempted fr requirement to give notice. Also exempted by th lations are: (1) a person who is laid off after re an offer by his employer of reasonable alternat or refusing alternate work made available t through a seniority system; (2) a person on layo does not return to work within a reasonable tim being requested to do so by his employer; (3) a who is laid off or whose employment is term during or as a result of a strike or lockout at hi of employment; (4) a person who is employed an arrangement whereby he may elect to work for a temporary period on request; and (5) a whose employment is terminated on reaching reti age according to the established practice of the e er.

Temporary layoffs

A "temporary layoff," for which notice is not re is defined to cover three different situations. The (1) a layoff of not more than 13 weeks in any of 20 consecutive weeks; (2) a layoff of more t

where: (a) the person continues to receive pay- from the employer; (b) the employer continues ke payments for the benefit of the person laid der a bona fide pension plan or under a bona oup or employee insurance plan; (c) the person receives supplementary unemployment benefits; ne is entitled to receive supplementary unemploy- benefits, but does not receive them because he loyed elsewhere during the layoff; and (3) a layoff re than 13 weeks, during which the employer the person within the time(s) fixed by the Director bloyment Standards.

k of layoff" is defined as a week in which a person s less than half the amount he would earn at his rate in a normal workweek, excluding overtime. ed from the definition is a week in which a person t able to work or not available for work, was to disciplinary suspension, or was not provided ork by his employer because of a strike or lockout ng at his place of employment or elsewhere.

a layoff extends beyond the period constituting porary layoff," the employment of the person ned is deemed to have been terminated on the y that he was laid off, and the employer is re- to pay him wages in lieu of notice, as though ployment has been terminated without notice.

ng

the terms of employment permit a person whose ment is terminated to take another position in blishment as a result of which some other person is employment, the posting of a notice (in a uous place within the establishment) listing the whose employment is to be terminated in the tance, his seniority, job classification and the date ination constitutes, to the person actually losing ployment, notice of termination as of the day ing. The provision prohibiting any alteration in r conditions of employment after the giving of does not apply to the person retaining his em- nt in these circumstances.

and deductions

payable to the employee for each week of the period, whether the employee performed work or y not be less than the amount the employee would ceived for a normal non-overtime workweek at ular rate. The employer's obligation is removed, r, if during the period of notice the person is f wilful misconduct or disobedience or wilful of duty that has not been condoned by the er.

The only deductions permitted from wages paid for the notice period or from wages paid in lieu of notice are those required to be made pursuant to a statute or to an order or judgment of a court, or those expressly authorized in writing by the person or his agent. A written authorization for a deduction for cash shortages where two or more persons have access to the cash, losses due to faulty workmanship, or the value of property stolen from the person is null and void.

Payments to which a person is entitled under retirement pension, sickness or disability insurance, workmen's compensation, and bonus, severance pay or similar arrangements are not to be considered payments in regard to notice.

Period of employment

Individual notice required under Part 1A ranges from one to eight weeks, depending on the employee's "period of employment," as indicated below.

Period of Employment	Notice Required
3 months-2 years	1 week
2-5 years	2 weeks
5-10 years	4 weeks
10 years or more	8 weeks

A period of employment constitutes the period between the time the employment first began and the time that notice was or should have been given, including employment before the coming into force of Part 1A (1 January 1971). Successive periods of employment may be accumulated unless there is a break of more than 13 weeks in the person's employment, in which case the period of last employment is to constitute the length of service for purposes of notice.

Definite term or task

An employer is not required to give notice to a person employed for a definite term or task. Where a term or task exceeds a period of 12 months, however, or where the person continues to be employed for three months or more after completion of the term or task for which he was employed, Part 1A applies. In such cases, employment is deemed to have commenced at the beginning of the term or task.

Changes in provincial social assistance legislation in 1970

Important changes in provincial social assistance programs were introduced during 1970 as a result of new legislation and of amendments to existing Acts or regulations. Québec's Social Aid Act was brought into force on November 1, consolidating a number of assistance measures under one comprehensive program. Coverage of provincial allowances was extended in Manitoba, and certain eligibility requirements were modified and rates were increased in a number of provinces. Among other administrative changes, appeal procedures were strengthened in a number of provinces. Some of the major changes are summarized here.

Newfoundland

Newfoundland's Department of Welfare was renamed the Department of Social Services and Rehabilitation to reflect the increasing emphasis on rehabilitation; the appeal procedures were strengthened, and new regulations, dealing with such matters as allowances for incapacitated persons in institutions providing special care, and for house repairs and renovations, were issued.

Appeal procedures

An amendment to the Social Assistance Act provides for an administrative review and for a further review by an independent appeal tribunal. Under the revised appeal procedures, **any person, including an applicant for or a recipient of assistance who considers himself aggrieved by a finding or decision made by an administrator concerning the granting, suspension, reduction, or resumption of assistance, has 60 days in which to** a written request for a review by the Adminis Review Committee. This Committee is compo three senior officials of the Department of Socia ices and Rehabilitation—the two Assistant Deput isters and one other official, other than the D of Social Assistance.

The Committee must review the case within a reas time and must send to the appellant a written of its findings, including its reasons for decisio a notice of the right to a further appeal. The Depa is required to implement the findings.

A person who still feels aggrieved has 30 days in to request a further hearing before an indep appeal body known as The Social Assistance Board. The Board, which is appointed by the Li ant-Governor in Council, is composed of three p who are not employees of the provincial Gover Two of the members must have had experience i cation, insurance or social welfare, and the thir be a recipient of long-term assistance.

Hearings of the Board are normally conducted John's, but they may be held elsehwere in the Pr if the Minister so directs. The Board may vary

a decision of the Committee and may give such ons regarding assistance as it deems proper, pro- that they are not inconsistent with the Act and tions. The Board's decision is final, and must be unicated in writing to the appellant and to the s in the Department affected. In addition to its powers, **the Board has discretionary authority to e the Province to reimburse an appellant, his rep- ative and witnesses for expenses incurred in at- g the hearing.** An appellant may be paid for lost and for travelling and other expenses, and his entative or witnesses may receive fees and other ses.

of assistance

onthly maintenance allowances payable on behalf dy persons in institutions for the chronically ill ncreased from $150 to $300 for ambulatory pa- and from $240 to $360 for bedridden persons, ve 1 November 1970. The maximum yearly nt that may normally be granted for house repairs novations was raised from $1,200 to $2,400 with, fore, provision for a larger allowance with the val of the Lieutenant-Governor in Council.

e Edward Island

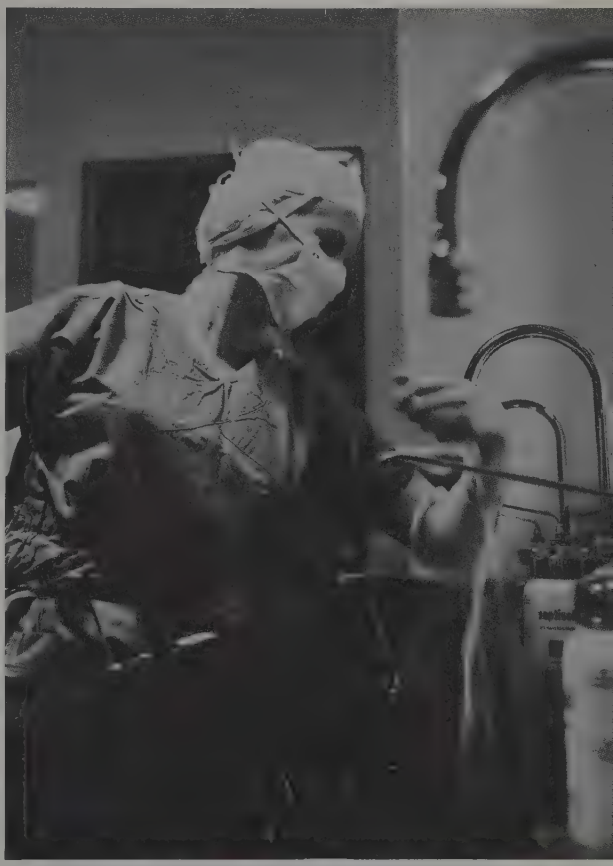
nendment to the Welfare Assistance Regulations nce Edward Island, gazetted 27 June 1970, **raised onthly food allowance from $15 to $20 for each under 12 years and from $20 to $25 for each onal person in the family, other than the first and adults, whose food allowances remain $30.**

Scotia

va Scotia, appeal procedures were strengthened e Social Assistance Appeal Regulations and the l Social Assistance Act. Among other changes, ublicity provisions were introduced, and a network ional appeal boards was established to replace hoc boards.

ew regulations make it mandatory to publicize ht of appeal. **Provincial and municipal welfare istrators are now required to inform, or to provide hod of informing, applicants for or recipients of nce of their right to appeal against administrative ns related to assistance.**

The time limit for filing an appeal is 30 days from the date the decision is made known. Appeals concerning provincial assistance are reviewed by the Administrator of Public Assistance, and those concerning municipal assistance by the welfare committee of a municipal unit. If the appellant is not satisfied with the decision on review, the appeal is referred through the Administrator to the appropriate regional appeal board.



A network of regional appeal boards—one for each county and the city of Halifax—has been established to make the appeal machinery more accessible to welfare recipients. Each board is composed of a chairman and two or more other members appointed by the Minister of Public Welfare. Hearings of an appeal board are in camera after 15 days notice to the parties. The appellant, the Director of Provincial Assistance or the welfare committee, as the case may be, may present evidence personally or through a representative. The Director or the welfare committee is obliged to implement the order of the appeal board.

If a welfare committee fails or refuses to take the required action, the Minister may grant assistance in accordance with the order, and he may deduct the costs of such assistance from the provincial subsidy normally payable to the municipality or municipalities that appointed the welfare committee.

New Brunswick

New Brunswick revised its appeal procedures and issued new regulations which, among other matters, set fees for the various medical services provided for welfare recipients.

Appeal procedures

The principal changes resulting from the revised a regulations, gazetted 4 March 1970, were: extensi the grounds for appeal; establishment of a new Ap Board with an expanded membership; and new pu ty requirements.

In addition to the usual grounds for appeal—de reduction and discontinuance of assistance—**New B wick now permits a person to appeal if he considers the assistance granted is insufficient or inappropria his needs within the terms of the legislation, or believes that there has been an unreasonable del reaching a decision on any matter that affects his re of assistance.**

As formerly, the first stage is an administrative re by the Director of Welfare Services. Time limit now imposed, however, and other procedural spelled out, including publicity requirements. E when undue delay is the grounds for a complai dissatisfied applicant or recipient must submit h quest for review within 30 days after notice of the sion. The Director, in turn, has 15 days in whic review the case and to notify the appellant of his sion, giving his reasons. He is also required to for a statement informing the appellant of his right to a further appeal to the Appeals Board, together a copy of the official appeal form.

The Appeals Board, which has replaced the fo three-member Appeal Committee, is composed chairman, a vice-chairman, and from 12 to 25 mem appointed by the Minister of Youth and Welfare. of the members must have been employees of the vincial civil service within six months prior to app ment. To make the appeal procedures more acces to welfare recipients, the Appeals Board may s panels, with the chairman presiding at one hearing the vice-chairman at another.

An appeal to the Board may be initiated by fili written request within 10 days of receipt of the Dire decision. Hearings are held in camera within 30 of the request and after five days notice to the appe The Board must render its decision within 15 da the hearing. The decision of the Board is final binding. Copies of the Board's findings, includin reasons and any directions to the Minister for in menting the decision, as well as any other relevan marks, must be sent to the appellant and to the Min

appeal is allowed, an appellant is now awarded ount to cover his travel expenses. At the discretion chairman, a similar award may be made to an nt whose appeal is dismissed.

care services

egulations dealing with health care services for recipients, effective 1 February 1970, set out the l services that may be provided by a physician ons receiving aid under the Social Welfare Act, r which the Minister of Youth and Welfare will per cent of the fees listed in the 1969 schedule New Brunswick Medical Society. The medical s are those considered essential to the mainte- of health, and they include the diagnosis and ent of all medical disabilities and conditions. services may be provided in the home, at a practi- office, or in a clinic or hospital.

c

ost important development in Québec was the entation of the new social aid program. It came rce on 1 November 1970 with the proclamation Social Aid Act passed in December 1969, and uance of General Regulations on Social Aid set- t eligibility requirements and rates for various f need.

w program consolidated the categorical programs ing for allowances for needy mothers, the aged, nd, the disabled and the unemployed in a com- sive program under which aid is granted accord- the budget deficit method, taking into consider- he needs of the family or individual. For this e, **food, clothing, household and personal require- and shelter are considered ordinary needs; all eeds are deemed to be special needs.**

ents fall into three main categories: individuals ads of families who lack means of subsistence; s who require aid to meet a threatening situation; rsons who, in special circumstances, are provided d in the form of a loan.

A person is deemed to lack means of subsistence if, because of physical or mental disability, he is unable to provide the ordinary and special needs of himself and his family through work. An applicant may, however, be granted aid on this basis, if he has engaged in work approved by the Minister of Social Affairs that is designed to train or rehabilitate him, or if he has left his regular employment to pursue a course of studies under an approved training or rehabilitation program.

An applicant who does not lack means of subsistence, and who would not ordinarily qualify for assistance, may be granted aid for special needs if faced with a situation that might endanger his health or result in the loss of his livelihood, or one that might leave him and his family destitute. If aid for special needs is not sufficient to remedy such a situation, the person may be granted aid for ordinary needs as well, but may be required to accept a rehabilitation plan that might include the consolidation of debts and job training.

Aid may be provided also in the form of a loan in special circumstances, such as pending the receipt of money from the winding-up of a business. Loans are provided also to persons otherwise eligible who possess assets or property in excess of the allowable limits.

Allowable assets and earnings

A family that lacks means of subsistence may own property valued at up to $2,000, plus $200 for each dependent child, but the liquid assets must not exceed $500; an individual in this category is allowed to retain property valued at up to $1,000, provided that his liquid assets do not exceed $200. If aid is granted to help an individual or family head to meet a threat, the same property limits apply, but the liquid assets must not exceed $200 for a family and $100 for an individual.

Some items are, however, excluded when determining the value of property. These include instruments and tools necessary to any employment, trade or craft up to $1,000 in value, and a motor vehicle up to $1,000. In addition, an applicant is not disqualified if his net equity in his home is not in excess of $8,000, after deducting mortgage and other charges.

Earnings exemptions are provided as an incentive to encourage recipients to find or return to work. If aid is granted because an applicant lacks means of subsistence, the lesser of the following is counted as income: 60 per cent of net income after deduction of income tax and other compulsory deductions; or an amount in excess of $40 a month, plus $5 for each child for a family, or in excess of $25 a month for a single person.

Items of income that are exempted when determining need include: family and youth allowances; payments under the Québec Family Allowances Act and the Schooling Allowances Act; occasional gifts up to $100 within a 12-month period; voluntary contributions by individuals of up to $25 per month; and casual and holiday earnings of dependent children.

Rates of assistance

Rates for ordinary needs (food, clothing, personal needs and household items) are set out in a schedule similar to Ontario's schedule of pre-added budgets, which sets rates according to family size and the ages of the children. Shelter allowances are contained in another schedule that takes account of regional differentials as well as family size. Special rules apply to allowances for special needs.

Ordinary needs

The amounts allowed for ordinary needs are $46 for a single person, $76 for a couple and $106 for a family of three adults. For a couple with four children, amounts range from $143 to $190, according to the ages of the children. Families with more than four children are allowed an additional $10 for each child up to nine years of age, $15 for each child 10 to 15 years old, $20 for each child 16 and 17 years old, and $25 for each additional person 18 years of age or more.

Shelter

The shelter allowance covers rent, heat, electricity, gas and utilities, and it varies according to region and size of family. For a single person, the rate is $45 a month in Zone I, which includes most of the small municipalities; $55 in Zone II, which includes such cities as Hull, Québec and Sherbrooke; and $60 in Metropolitan Montreal and places such as Arvida and Baie-Comeau. Rates are $10 higher for a family of two, and they increase by an additional $15 for three-person units, up to a monthly maximum of $80 for a family of four or more in Zone I, $90 in Zone II and $95 in Zone III. Home-owners are allowed equivalent amounts to cover taxes, mortgage payments and other expenses.

Room and board

The allowance for room and board is $60 for one person, $90 for a family of two and $110 for a family of three. Adults are allowed also an amount for clothing and personal needs—$15 a month for one adult, $28 for two adults and $39 for three.

Single employable persons under 30

No overall monthly maximums are set except for si employable persons under 30 years. The maxi amount that may be granted in any month to pe in this category for food, clothing, household and sonal needs, and shelter costs is $75.

Cost of living adjustments

Effective 1 January 1972, the rates for the allowa for food, clothing, and household and personal req ments are to be adjusted annually in accordance changes in the cost of living, using the index establi under the Québec Pension Plan and with 1970 a base year. In addition, the Minister is required t that an annual study is made of shelter costs and re expenses, and he must recommend to the Lieute Governor in Council any necessary amendments t housing provisions.

Aid for special needs

Aid for special needs may be granted only if nee been clearly established in accordance with the cr laid down in the legislation and, except in emerge if prior authorization has been obtained. In addi all personal family and community resources must been reasonably exhausted. In computing available sonal and family resources, liquid assets of up to for a family and of up to $100 for individuals a be excluded.

Allowances for items of special need cover a wide va of items including: extra shelter allowances of u 50 per cent of the basic allowance, special diets. me and dental expenses, homemaker and housekeeper ices, insurance premiums, loans, burials, movin penses, home repairs, travel expenses in lookin work, and educational expenses.

Ontario

In Ontario a number of new regulations that were is resulted in important changes in its two major in maintenance programs—the Family Benefits prog a provincial program for persons in need of assist for a prolonged period, and General Welfare Assist a program mainly administered by the municipa to assist people requiring short-term aid.

Family Benefits Program

Major changes in the Family Benefits program were authorized by regulations effective 1 May 1970. These provisions raised rates of assistance, increased incentives to encourage recipients to become self-supporting, and made other changes designed to help special groups such as the blind and disabled.

Rates of assistance

Pre-added Budgets. The pre-added budgets covering food, clothing, utilities and personal requirements were increased. The amount for a single person was increased from $62 to $68, and for a married couple from $99 to $109. Rates for families with children were also increased: for example, a widow with three children nine years and under may now receive $149 instead of $135.

Pre-added budgets for single-parent families with six children now range from $229 to $315, and for two-parent families from $264 to $350, according to the ages of the children. The additional amounts authorized for each child in excess of six have been increased to $40 for each child 16 years of age and over, $34 for each child 10 to 15 years old, and $26 for each child up to nine years of age.

Shelter. The maximum shelter allowance for a single person without dependent children has been raised by $4 to $47 a month. The allowance for a person with dependants has been increased by $10 to $85 for unheated premises and to $95 for heated quarters with, as before, an additional $5 for each beneficiary in excess of two.

Repairs. A home-owner may now be granted an additional amount for repairs, alterations and additions to premises in which he resides and which are owned by him or by one of the beneficiaries included in his allowance. A sum considered reasonable by the Director may be paid and will not be considered as a budgetary requirement in determining the amount of the allowance.

Fuel allowance. The fuel allowances for persons in unheated premises have been revised to take into account the wide variation in the means used to meet heating requirements as well as cost differentials. Instead of being calculated in terms of tons of coal, with a monthly maximum of $32 and provision for exceptions, an annual allowance in dollars is now set. The allowance varies according to the type of premises, the number of rooms and the location, and it may be apportioned over any period of from seven to 12 months and may also be increased up to the acutal annual cost at the discretion of the Director of the Family Benefits Branch. Annual amounts for detached houses range from $87 to $288 in a territorial district and from $61 to $203 in other parts of Ontario.

Overall monthly maximum. The overall monthly maximum for families of four or less has been raised by $30 to $330; the additional amounts allowed for each additional beneficiary in excess of four has been raised by $5 to $15 a month. This means that a family of five may be granted up to $345 a month instead of $310.

Board rates. Board allowances have been raised from $85 to $90 for a single adult, and from $130 to $145 for a married couple. For an adult with one child, the rates are now $145, $150 or $155, according to the age range of the child; the former rates were $130, $138 and $143. The amounts allowed for each additional

person are the same for a two-parent family as for a one-parent family and are as follows: $36 for a child of up to 9 years of age, $44 for a child 10 to 15 years old, and $50 for a person 16 years of age and over.

Allowances for foster children. The maximum monthly allowance for a foster child has been raised by $5 to $50 for the first child, $45 for the second, and $35 for each additional foster child.

Travel and transportation. The travel and transportation allowance payable if a recipient or his spouse is blind or disabled was increased to take account of the special needs of the blind and of persons confined to wheel chairs. The allowance was raised from $10 to $30 for blind persons, and from $10 to $15 for disabled persons, except those who, in the opinion of the Medical Advisory Board, require a wheel chair when travelling, and for whom an allowance of $30 a month is now set. A later amendment provided similar transportation allowances for needy blind or disabled persons in nursing homes, homes for the aged and other charitable institutions.

Hospital and medical benefits for old age pensioners. Free hospital and medical benefits were extended to additional old age security pensioners as a result of changes in the income limitations. Old age pensioners who do not have a budget deficit, as determined by the regulations, may now qualify if their annual income does not exceed $2,000 if single and $3,500 if married; formerly, the limits were $1,700 and $3,000.

Other provisions

Other amendments were intended to encourage participation in the labour force. Mothers with dependent children who are receiving benefits, but who were previously barred from working more than 120 hours a month, are now permitted to average working hours over any period of four consecutive months, commencing with any month in which more than 120 hours were worked.

To encourage recipients to avail themselves of training programs, expenses incurred in connection with such programs are deducted from any training allowance received when computing available income. The Director may now permit the continuation of free medical and hospital benefits for up to three months after eligibility ceases. With the approval of the Director, earnings of a blind or disabled person may be averaged over a six-month period; similarly, provision is made also for averaging pension, superannuation and certain other benefits in order to eliminate some of the fluctuations in eligibility.

The General Welfare Assistance Program

The most important changes resulting from the regulations effective 1 May 1970 were the increase allowances to correspond with the Family Benefits p ram, and the provision for earnings exemptions a option of the municipalities. Other regulations is in 1970, related to provincial subsidies and to ince allowances.

The earnings exemptions, which are intended to enc age recipients to look for employment, are the s as those under the Family Benefits program, except they are granted at the option of the municipal (On 2 November 1970, the Minister of Social and F ly Services announced in the Legislature that, a end of October, 26 out of 33 cities and 24 ou the 26 county districts or regional administrations granting such exemptions, and that a majority of nicipalities with a population of 5,000 or more had t similar action.)

The provision that made employable persons enr as day students ineligible for assistance was relaxe exempt a woman who is head of the family, and s persons attending primary and secondary schools registered private schools.

An amendment effective 1 May 1970 added the of surgical supplies and the cost of moving to th of items of special assistance that may be provide needy residents at the option of the municipalities.

A new provision effective 16 June 1970 provide provincial subsidies to municipalities that purc counselling services on a contract or fee-for-service from an approved agency. It is intended "to encou municipalities to make available to needy persons forms of counselling which generally speaking hav been available with public support." It will also smaller communities to provide counselling ser through purchase even if they may not be able to a a full-time counsellor.

A further amendment provides for incentive allowa to welfare recipients who are participating in work a ity projects approved by the Lieutenant-Governo Council and the Department of National Health Welfare. Such projects, the cost of which are share under the Canada Assistance Plan, are intende provide special training for needy persons who, bec of environmental, personal or family reasons, have usual difficulty in obtaining work or holding a job.

icentive allowance may be paid to a recipient of
nl assistance or of an allowance under The Family
s Act. It will be paid by a municipality, the
of an approved Indian band, or the Province, de-
g on the person's place of residence. The incen-
owance is paid to participants in addition to their
assistance payments and is not counted as in-
hen determining eligibility for general assistance.

ipalities and approved Indian bands administer-
istance will be reimbursed by the Province for
cent of the incentive allowance approved by the
or. The Province will also pay 80 per cent of the
f administration of welfare services and of staff
g costs related to the operation of work activity
s.

oba

ajor developments in Manitoba were an amend-
o The Social Allowances Act extending coverage
incial allowances and strengthening appeal proce-
and new regulations amending the allowances for
al needs and for home-owners.

age

nendment to the Social Allowances Act extended
icial assistance in a number of respects. The quali-
period for needy mothers with dependent children
husbands have deserted them or are in prison
duced from one year to 90 days. A divorced
with dependent children is now eligible provided
e has not remarried. The qualifying clauses, which
ed that an unmarried mother could be granted
wance if she was caring for two or more children
own home and was unable to provide for their
ecessities, were deleted.

married mother is now eligible for a provincial
nce on the same terms as a widow with dependent
n. Provincial allowances have also been extended
sons taking undergraduate or vocational training
ave not sufficient income to provide the basic
ities for themselves and their dependants, if any.

l procedures

rounds for appeal have been broadened, provision
en made for an appeal to the courts, certain time
have been imposed, new publicity requirements
een added, and provision has been made for the
nt of costs to persons whose appeal is upheld by
urts. If a provincial allowance or municipal assist-
as been denied, cancelled, suspended, withheld or reduced, the Director or the municipality concerned is now obliged to send the person affected a written notice giving the reasons for the decision and enclosing a copy of the appeal provisions of the Act.

The grounds for appeal have been broadened to permit a person to appeal if he was not allowed to apply or re-apply for a social allowance or municipal assistance, or if his request was not decided within a reasonable time. The appeal must be filed within 15 days of receipt of notice of the decision, and the appellant is required to state the grounds for the appeal and to notify the other party.

Appeals, as before, are heard by the Welfare Advisory Committee established under The Department of Welfare Act. The hearing must be held within 15 days of receipt of the notice, after at least three days notice to the parties. The appellant has the right to choose either a public or private hearing and may be represented by counsel. The Advisory Committee may dismiss an appeal with or without an order that the social allowance or assistance be revoked or discontinued; or alternatively, it may allow the appeal and specify that a stated amount be paid to the appellant, or it may vary the original order.

A new feature is the provision for a further appeal to the Court of Appeal of Manitoba on a question of law or jurisdiction. Such an appeal may be taken only with the permission of a judge of the Court of Appeal, and it must be filed within one month of the Board's decision, unless the period is extended because of special circumstances. Normal court fees are waived and, if the appeal is upheld, the judge may fix the costs to be paid the applicant or recipient.

Rates of assistance

The monthly allowance to adults for personal needs ($12, plus an additional $5 for blind persons) was amended to authorize an additional $2.21 for persons 65 years of age or more. If, however, a recipient is in an institution for the aged and infirm and is not socially active, his allowance may now be reduced by $9.21 instead of $7 as formerly.

The allowance to home-owners in lieu of rent has been amended so that mortgage payments and an agreement for sale are no longer limited to the maximum rental allowance less taxes and insurance. Instead, such payments and any allowance for essential home repairs and tax arrears must be secured by a lien. The lien, however,

is now refundable up to an amount that leaves the recipient, upon cancellation of assistance, a minimum equity of $3,000 in the property.

Saskatchewan

Amendments to the Saskatchewan Assistance Regulations raised the allowances for food and clothing, and the maintenance allowances for persons in homes for special care.

An amendement, effective 1 April 1970, raised monthly food rates by varying amounts. The monthly food rates for adults were increased by $2.65 to $29.15. Children's rates were raised by amounts varying from $1.45 to $2.80 to: $15.95 for a child up to four years of age; $23.10 for a child aged five to nine years; $28.60 for a child 10 to 14 years old and $30.80 for a child 15 to 19 years of age. As formerly, adjustments are made for family size. As a result of these changes, the monthly food allowance is now $32 for a single person, $60 for a married couple, and $84.70 for a family comprising a father, mother and two children under four years of age.

The maximum clothing allowance for a person 20 years old or more was increased by $1 to $11 a month. Children's clothing rates were raised by amounts varying from 50 cents to 80 cents to: $5.50 for a child four years of age and under; $7.50 for a child aged five to nine years; $8.25 for a child 10 to 14 years of age; and $8.80 for a child 15 to 19 years of age.

The monthly maintenance allowances payable on behalf of needy persons in licensed nursing homes and special care homes were increased from $207 to $210 for persons requiring only supervisory and limited personal care, and from $287 to $310 for persons needing extensive personal or nursing care.

Alberta

Alberta replaced The Department of Welfare Act by The Social Development Act, which introduced changes in provincial and municipal assistance programs, and issued The Social Allowances Regulations, which adjusted food and clothing rates for recipients of provincial assistance, effective 1 August 1970, and amended provisions related to income and assets.

Provincial assistance

Long-term assistance continues to be a provincial responsibility, but the new legislation places more emphasis on social services than the preceding Act.

The new Act also distinguishes between employ persons and unemployable persons. The latter cate includes not only a person who, by reason of ag physical or mental disability, is, in the opinion of Director, incapable of earning an income sufficien pay for the basic necessities of himself and his de dants, but the following other categories: (1) a pe who is capable of being employed, but, because he the control and custody of a dependent child, is un to earn enough to provide the basic necessities: (person who is not ready for employment or trai or is not suited to available employment; and (person who may benefit from rehabilitative services who cannot provide the basic necessities and at the s time receive the required services.

The Province may provide certain services to empl ble or unemployable persons. An employable pe may be given: advice and instruction in devising following a reasonable rehabilitative plan; guidanc the management of his personal affairs, including use of financial assets; orderly payment of debts domestic problems; assistance in obtaining training essary to prepare him for employment and in obtai employment, including special financial incentives; advice and instruction to assist him to remain emplo

An unemployable person may be given the same g ance in the management of his personal affairs a employable person, and, in addition, may be gi advice and instruction in the proper use of his s allowance; assistance in obtaining training for emp

uitable to his circumstances; and any other assist-
necessary to help him become an employable
.

**determining need, an income exemption of $15
th for a single person, and $25 a month for a
d person or a person with dependants may be
d. In addition, the new regulations empower the
or to allow additional income exemptions as spe-
ancial incentives to employable persons.**

merly, rates are set only for food and clothing;
ts for other items of need are paid according to
unity standards. The sex differentials in children's
ave been eliminated and are now set according
groups rather than by single year of age.

od and clothing schedule now shows the amounts
d for single adults, for single-parent families, and
o-parent families with up to five children, which
ts have been calculated by using the basic rates
ed below, plus increases of 20, 10 and 5 per cent
nily units of one, two or three persons.

asic food rates are: $31 for men; $27 for women;
r children up to six years of age; $23 for children
to 11 years; $29 for children aged 12 to 15 years
3 for children 16 to 20 years of age. The clothing

rates are: $8 for men; $9 for women; $8 for children up to six years of age; $9 for children aged 7 to 11 years; and $10 for children 12 to 15 years old, and for children in the 16 to 20 age group. These basic rates are used when calculating amounts for families with more than six children. For families consisting of one adult male and one or more dependent children, the food allowance is increased by $4 a month.

British Columbia

In British Columbia, social allowances were increased, and the Department of Social Welfare was renamed the Department of Rehabilitation and Social Improvement.

An administrative order circulated to the municipalities increased the maximum social allowance by $5 a month for each person, effective 1 April 1970. As a result, a single adult may now receive $80 per month, a married couple $135, and a mother with one child $143. This $5-a-month increase was also made applicable to families where one spouse receives social allowance and the other receives Old Age Security or a Blind Persons' Allowance or a Disabled Persons' Allowance. The total allowable budget for such families is now $270 a month.

The same order made changes also in the supplementary social allowances payable to recipients of the Old Age Security pension, the Guaranteed Income Supplement, and the Blind or Disabled Persons' Allowances. The supplementary allowance to persons receiving payments under the Old Age Security Act was increased by $8.59 to $38.59 a month, making the maximum allowable budget $150 a month for a single person and $270 for a married couple where both are eligible. In line with this change, the maximum monthly allowable budget for persons in receipt of supplementary social allowances and Blind or Disabled Persons' Allowances was also increased 1 April 1970 from $139.20 to $150 for a single person, and from $248.40 to $270 for a married couple where both are eligible for categorical allowances. There was no change, however, in the maximum supplementary social allowances payment to these two categories, which remains $60 for a single person and $120 for a married couple where both are eligible.

The maximum payment for nursing home care for needy persons was increased by $35 a month to $280 or $9.25 a day, effective 1 April 1970. The monthly maximum rate for boarding home care was also increased by $15 to $135 a month or $4.45 per day, effective 1 April 1970, and further increased to $150 a month or $4.95 a day effective 1 November 1970.

Employment, training and pensions for older workers

The excuse that pension plans prevent the hiring of older workers is no longer completely valid, according to Ian Campbell, Associate Director, Manpower Utilization Branch, Department of Manpower and Immigration.

Speaking to a seminar sponsored by the National Institute of Industrial Gerontology in Phoenix, Arizona in December 1970, Mr. Campbell said of the Old Age Security Program and the Canada (and Québec) Pension Plan: "With the assurance of some pension income, inability to qualify for participation in a private pension plan becomes less serious. Similarly, the argument used by many employers in the past that they did not wish to hire older workers, in order to avoid the embarrassment and adverse publicity that would arise if an employee were retired without adequate pension, can now be dealt with effectively."

Campbell presented a two-part paper on employment, training and retirement of older workers in Canada and on activities of the Organization of Economic Co-operation and Development related to older workers.

"While encouraging the concept that workers should be hired on the basis of their worth," said Campbell, "we have tended to focus our efforts, as far as employment is concerned, on the 45 to 65 age group. It is in this period that a worker should be at the peak of his earnings, able to meet his family responsibilities for housing, care and education, and to lay the foundation for adequate living in his later years. Indeed, his ability to provide for other than marginal existence after retirement depends largely on his degree of successful participation in the labour force in the 40s and 50s."

He pointed out that 2.75 million members, or alm one-third, of Canada's labour force were over 45 y of age. Although their unemployment rate is lower t the average rate for all ages, he said, **"the core of problem still lies in the fact that once they bec unemployed, middle-aged and older workers tend to main unemployed for longer periods than the you age groups. Frequently they must return to employm at a lower level than they previously enjoyed, with di trous effects on their morale and financial situat** Layoffs are, of course, frequently associated with dec ing physical capacity, or with the redundancy of sk This fact has influenced our training policies."

Campbell went on to describe the Canada Manpo Training Program. He emphasized that this progr in addition to regular skill training, can also pro academic upgrading in communication skills, ma matics and science to qualify clients for entry to training. "While there is no barrier because of age, assumption on the part of individuals that formal tr ing is for the young only still persists to some ext Middle-aged workers themselves are sometimes re tant to undergo classroom training, and they need co selling to raise their self-confidence and convince th that they too can learn."

Turning to the topics of retirement and pensi Campbell stated: "Recently, as in the United Sta there has been an increase in unemployment rates has increased the trend common in North Ame toward retirement at 65 and even earlier. We m therefore, look with added concern at the 1,750, Canadians aged 65 and over. **Retirement in most ca is no longer a question of personal choice. It is no lo a luxury chosen by those who could afford it. Compul retirement has become standard practice in business industry.** Continual employment until retirement ag reached has become even more important . . . Fortu ely, the former much-used excuse that pension pl prevented the hiring of older workers in the pre-re ment group, is no longer completely valid. Two pl (Canada Pension and Old Age Security) now interm to provide all Canadian citizens with a measure financial security after they reach 65 years of age."

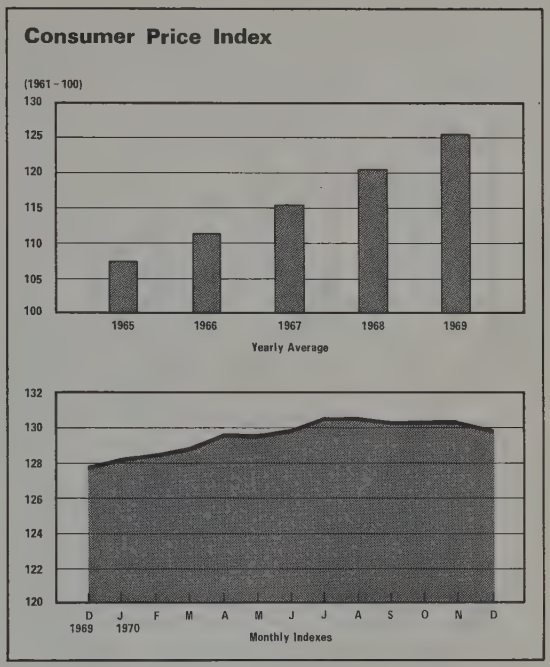
Part 2 of Mr. Campbell's paper will be published the May issue of The Labour Gazette.

ce indexes

umer, December

onsumer price index (1961 = 100) declined 0.4 per
o 129.8 in December from 130.3 in November, but
5 per cent higher than in December 1969. It was
st decline between the two months, November-De-
r, in more than 10 years.

g major index components, housing advanced
y, owing to higher shelter prices, and transpor-
rose 0.2 per cent because of increased rail fares.
ood index decreased 1.5 per cent, recording the
consecutive month of decline and bringing food
to a level 4.8 per cent below the August 1970
Clothing prices declined 0.4 per cent, mainly be-
of pre-Christmas sales. The health and personal
nd the recreation and reading indexes dropped
r cent.



The food index declined 1.5 per cent to 125.6 from 127.5. It was 3.2 per cent lower than in December 1969. The price level of food for home consumption decreased 1.9 per cent, but there was a 0.3 per cent increase in restaurant meal prices. With a few exceptions for fresh produce and fish, nearly all major food items decreased in price. Among meat items, pork prices dropped 4.0 per cent to a level 17 per cent below December 1969. Beef prices declined 2.9 per cent. Among poultry items, chicken prices declined 4.2 per cent, although turkey prices increased 0.7 per cent.

There were mixed price movements among produce items—fruits, on average, decreased 4.5 per cent, and vegetables rose 0.2 per cent. All fresh fruits declined, with banana prices dropping 15.3 per cent to a level 33 per cent below that of a year ago. Among vegetables, there were price increases of 40 per cent for tomatoes and 11 per cent for cabbage; all other items priced in this group declined. Egg prices were 1.3 per cent lower

than a month earlier, and 31 per cent below the December 1969 level. Bread prices declined 1.1 per cent. Butter prices declined 0.4 per cent, sugar 3.4 per cent, infants' food and ground coffee each by 2.4 per cent, instant coffee 2.2 per cent, and jelly powders 3.1 per cent. Over the year, the price level of food purchased for home consumption declined 4.6 per cent, and restaurant meal prices advanced 5.5 per cent.

The housing index increased 0.1 per cent to 133.4 from 133.3, and was 4.5 per cent higher than in December 1969. The home-ownership component advanced 0.3 per cent as a result of increased property taxes and higher prices for new houses and repairs. Rents increased 0.1 per cent. The price level for the household operation items group was unchanged—higher prices for household textiles, furniture and some fuels were offset by declines for floor coverings, some appliances and many household supply items purchased from supermarkets, such as toilet paper, detergents and scouring powder.

The clothing index declined 0.4 per cent to 127.9 from 128.4, but it was 1.2 per cent higher than in December 1969. Lower prices for men's, women's, and children's wear contributed to the December decline, which was offset by small increases in the prices of footwear, piece goods and clothing services. A decline of 0.5 per cent in the index for women's wear was attributed to lower prices for winter coats, both fur and cloth, and for hosiery. There was also a decline of 0.5 per cent in the price of children's wear.

The transportation index increased 0.2 per cent to 126.1 from 125.8, and was 3.4 per cent above its level of a year ago. There was an increase of 6.6 per cent in passenger rail fares; and among automobile operation items, slightly higher prices were recorded for gasoline and for chassis lubrication.

The health and personal care index declined 0.1 per cent to 140.7 from 140.8, but was 2.9 per cent higher than in December 1969. Prices of shaving cream and razor blades declined 1.6 per cent and 1.5 per cent, the largest monthly decreases for these items in several years. Smaller decreases were recorded for cleansing tissues, toothpaste and toilet soap.

The recreation and reading index declined 0.1 per cent to 133.6 from 133.7, but it was 4.3 per cent above the level of December 1969. Home entertainment items, including portable television sets, radios and phonograph records, registered small price declines. Toy prices increased slightly. Seasonally lower subscription rates reduced the price level for magazines by 1.3 per but it was 7.0 per cent higher than a year ago tobacco and alcohol index, at 126.4, was uncha and was 0.1 per cent higher than in December 196

City consumer, December

The consumer price index (1961 = 100) declined in regional cities and city combinations and adv slightly in two. The movements ranged from a dec of 1.0 per cent in Saint John, N. B., to an increa 0.2 per cent in Vancouver.

Food indexes declined in eight cities and increas Edmonton-Calgary and Vancouver. In a month, food prices normally rise, declines of 3.2 per cent recorded in Toronto and 4.1 per cent in Saint Housing components were practically unchanged cities surveyed registered both minor advances an clines. Clothing indexes decreased in most cities be of pre-Christmas sales. Higher rail fares contribut increases for transportation components in all except Halifax, where lower prices for some auton operation items were recorded. Index for health personal care and for recreation and reading each tered mixed movements. Tobacco and alcohol co nents were unchanged.

Regional consumer price index point changes be November and December were: Saint John –1 122.6; Toronto –1.2 to 126.1; St. John's –0.9 to Halifax –0.8 to 124.0; Winnipeg –0.6 to 126.3; O –0.4 to 127.2; Montreal –0.3 to 123.8; Saskatoo gina –0.2 to 121.6; Edmonton-Calgary +0.1 to Vancouver +0.2 to 124.1.

Wholesale

The general wholesale index (1935-39 = 100) vanced 0.1 per cent in December to 284.1 fro November index of 283.8. It was 0.7 per cent lower the December 1969 index of 286.2. Five of the major group indexes were higher, and three declin

The iron products group index advanced 2.3 pe in December to 312.6 from 305.5 on higher pric rolling mill products, hardware, wire, and pipe tubing. A rise of 0.5 per cent to 221.3 from 22 the non-metallic minerals products group index ref price increases for petroleum products. The veg products group index registered an increase of 0. cent to 240.3 from 239.3 as higher prices for g livestock and poultry feeds, and sugar and its pro more than offset decreases in fresh fruits and

mmodities. Increases of 0.2 per cent or less occurred
wo major group indexes: chemical products to 229.7
n 229.3, and textile products to 256.8 from 256.5.

e non-ferrous metals products group index declined
per cent in December to 262.5 from 268.0 in response
ower prices for copper and its products and silver.
e animal products group index moved down 0.6 per
t to 313.9 from 315.7, reflecting price decreases for
stock and fresh and cured meats. The wood products
up index declined 0.5 per cent to 373.4 from 375.2
lower prices for newsprint, pine and spruce.

. consumer, December

**38.5, the United States consumer price index (1957-
=100) rose 0.5 per cent, compared with 0.3 per cent
November. The increase for the year was 5.5 per cent,
ecline from the 6.1 per cent increase in 1969.**

e advance was caused mainly by higher prices for
sehold services and medical care, food, houses, gas-
e and new cars. Property taxes and insurance, house
apartment rents, and mortgage interest costs were
onsible for much of the 0.6 per cent rise in services.
mmodities other than food showed a 0.6 per cent
rease, compared with 0.4 per cent in November. Food
es rose 0.2 per cent after declining 0.1 per cent in
vember.

re was an increase of 1.2 per cent in the price of
ds—much less than the 7.2 per cent increase in 1969.
es of eggs, cereal and bakery products, dairy prod-
s, and poultry, advanced more than usual in De-
ber. Beef, pork and fresh fruit prices declined.

ong major annual price increases, in adjusted figures,
e public transportation 15.2 per cent, insurance and
nce 12 per cent, and homeownership 10.3 per cent.

ginning with the January 1971 consumer price index,
new base will be 1967=100.

British retail, October

The British index of retail prices (January 16, 1962 = 100) was 143.0 at October 20, compared with 141.5 at September 22 and 133.2 at October 21, 1969.

Food: The index for items of food whose prices show significant seasonal variations—home-killed lamb, fresh and smoked fish, eggs, fresh vegetables and fresh fruit—was 130.3 compared with 129.4 in September, and for all other items of food, it was 144.1. Increases in the average prices of tomatoes and margarine were partly offset by reductions in the average prices of Brussels sprouts, apples and lamb. The index for the food group as a whole was 141.4, compared with 140.6 in September.

Alcoholic drinks: Mainly as a result of rises in the average levels of charges for nips of whisky and gin, the index for this group as a whole rose to 144.4 compared with 143.6 in September. **Housing:** The index for the housing group as a whole advanced to 162.7, compared with 159.8 in September. There were increases in the average levels of rents of local authority dwellings, of rates and water charges in Scotland, and in charges for repair and maintenance of dwellings.

Fuel and light: General increases, largely seasonal, in the prices of household coal and coke, and increases in the charges for electricity in some areas, were responsible for the increase of almost 5 per cent in the index for the fuel and light group. The group index was 150.8, compared with 143.9 in September. **Durable household goods:** There were increases in the average levels of prices of furniture, household appliances, and other articles in this group. The group index rose to 129.5, compared with 127.1 in September.

Transport and vehicles: Mainly as a result of an increase in the average level of prices of second-hand cars, the index for this group as a whole rose to 135.9, compared with 135.1 in September. **Miscellaneous goods:** There were increases in the average levels of prices of cosmetics, newspapers and periodicals, writing paper and most other items included in this group. The group index rose to 148.2, compared with 145.0 in September. **Meals bought and consumed outside the home:** There was an increase of more than one per cent in the average level of prices in this group, and the index advanced to 149.9, compared with 148.1 in September.

Sharing the Maritimes' new image

Enthusiasm at the Atlantic Provinces Economic C meeting for the Maritimes' new image as a resourc was tempered by a warning that it will prove hol the working people aren't counted in. Lagging pr tivity will continue to frustrate the best intent efforts of industry and big unions unless the ne the working man are considered. The warnin sounded by Dalton Camp, Toronto public rel executive and a former president of the Conser Party.

The APEC's fourth annual meeting, convened at fax, November 9-10, discussed unemployment a gional disparity, as well as the regional image, eco nationalism and foreign investment. A pre-confe report had expressed fear that federal Governmen cies, unless changed, would produce severe unem ment during the winter.

"If business and management leave out those who then the game is over," said Mr. Camp. **"Unle morale of the workforce is raised, not merely wa don't think productivity can be increased."** He cit human relations methods used at the Sydney Stee poration as an example of the positive results th be achieved when workers are properly motivated ductivity at the mill had soared on the high mor the workforce.

The labour-management system is no longer w to the advantage of unions, companies or the in general, according to Camp. "But we ought very clear about what is happening: the (new) A Image shows that the traditional, individualistic and crafts of the Maritimers have been replac restless trade unions in a society where unemplo and underemployment are chronic, and where t of work is proving less satisfying." He called c conference to re-examine the purposes of ind development and of better living conditions in of how the lives of Maritimers will be affected. scheme or program designed to raise the spirits a morale of the people of this area ought to—i must—involve people who work for wages," he sa

Reginald D. Richardson, Vice-President, Can General Electric Co. Ltd., referred to CGE's troubles with the Point Tupper heavy water pl underscore the need for employees to grasp th of business in the community. **Business, he said vital part of the life and progress, of the comm and it needs the intelligent contribution of emp in order to succeed.**

Mr. Richardson noted that mistakes had been made on both sides during the Point Tupper project, which had been hit by some 40 wildcat strikes. "There were many times when the men on the Point Tupper job decided to go fishing or hunting, or just took off for a long weekend to get home to see their families. Who was wrong and who right? Perhaps management should have anticipated the men's needs for a more frequent break." On balance, the Maritimes construction problems were probably no worse than the average elsewhere in Canada and the U.S., said Richardson—and he added that the situation had been aggravated by the failure of labour and management to establish common ground for trust and respect.

A. R. Harrington, President, Nova Scotia Light and Power Co. Ltd., offered the blunt observation that labour and management were fattening themselves at the expense of the Maritimes' ventures in industrial development. **"I think that both management and labour in the construction industry, and a little more so labour, have milked the cow of economic expansion to the point where the fingers are getting a little sore,"** he said.

Speaking of projects that had ultimately $2.5 million more than the estimate because of six-month construction delays, he said: "When we have a premium of 10 per cent on the cost of a project here, how are we to get very far with an industrialized program? Private capital is going to go where it finds the least trouble and the greatest return."

Russell Bell, Director of Research for the Canadian Labour Congress, warned of high unemployment in the winter ahead. Ottawa's anti-inflationary fiscal and monetary policies had achieved the worst possible trade-off between employment goals and price performance, he said. "The measurable economic costs of high unemployment have far offset any small advantages we have achieved in reducing inflation."

Book reviews

Relationships Between Canadian-American Wage Settlements: An Empirical Study of Five Industries, by Bryan M. Downie; Industrial Relations Centre, Queen's University, Kingston, Ontario; Research Series No. 18, 257 pages; $8.50 cloth, $7.00 paper.

At a time when the subjects of wage parity, international unions and the influence of U.S. companies are a major concern to Canadians, Mr. Downie's analysis of five industries comes as an important addition of factual information to the debate. In his study, Downie looks at the primary pulp and paper industry, the auto industry, the meat packing industry, the basic steel industry and the iron ore industry. For each industry, he provides the historical background and then assesses U.S. influence on union policy.

His objective, he states, is to provide more empirical data on the Canadian industrial relations system, to describe some public policy inputs on the issue of bi-national wage patterns and similar domestic phenomena, and to make more understandable the phenomena of wage parity and joint U.S.-Canadian labour agreements. He concluded by saying that "international bargaining arrangements are probably a factor bringing stability and a greater degree of industrial peace to an industry." He states also that international unions have some advantages because of their U.S. link, including ava expertise, "structural advantages when dealing wit subsidiaries, and access to American funds."

But he cautions that a Canadian union would be to its membership and be able to develop more ively the militancy of the rank and file. He states that the issue of wage parity is not as serious as be assumed. "There may be some increase in parity demands, but it is doubtful that the issu be seriously pursued throughout negotiations."

Working Conditions in Canadian Industry, Repor 13; Economics and Research Branch, Canada D ment of Labour; Information Canada; Ottawa; bili 255 pages, $2.00.

The 13th annual report on working conditions in dian industry has been published. In addition to tions such as hours of work, paid holidays, vacatio pay, and numbers of employees covered by coll agreements, this 1969 survey covers overtime provi shift-work provisions, bonus and profit-sharing educational assistance, private pension plans, rep pay and minimum call-out pay. The data were obt from the Canada Department of Labour's mail s of some 33,000 establishments on April 1, 1969.

Studies of the Task Force on Labour Relations, mation Canada. Three more studies that were pro under contract for the Prime Minister's Task For Labour Relations have been published by Inform Canada. This brings to 19 the number that have published. Titles and prices for the first 16 were lished in the February issue of The Labour Gazette Feb., p. 83). Studies written in English have F résumés and vice versa.

The three additions are: No. 17—Management's of Union-Management Relations at the Local Lev A. Mikalachki, G. Forsyth and J.J. Wettlaufer, the School of Business Administration, Univers Western Ontario, 98 pages, $1.25; No. 18—Intere bitration, by Donald J.M. Brown, Osgoode Hall School, York University, 310 pages, $3.25; and 19—Wage Determination in Canadian Manufac Industries, by Grant L. Reuber, University of W Ontario, 144 pages, $1.50. The studies are available Publishing Division, Information Canada, Ottawa from Information Canada bookshops.

nemployment insurance report

mmary Table

vity	Nov. 1970	Oct. 1970	Nov. 1969	Cumulative Data: Jan. to Nov. 1970	Cumulative Data: 12 months ending Nov. 1970
			(in thousands)		
ired population at end of month	—	5,584	5,596	—	—
al and renewal claims filed:					
Total	204†	142	165	1,905†	2,206
Initial	148	100	122	1,407	1,639
Renewal	55	42	43	497	567
Imants currently reporting to local offices	480	399	349	529*	529*
eficiaries (weekly average)	268	292	193	389*	373*
ks compensated	1,074	1,166	831	18,132	19,108
efit paid	37,583	40,365	27,555	619,983	668,043
rage weekly benefit	$35.00	$34.62	$33.17	$34.19	$34.96

onthly average.

crepancy between totals and subtotals due to rounding.

ing November 204,000 initial and renewal claims benefit were filed in local offices across Canada. This esented an increase of 61,000 (43 per cent) over the 4,000 claims filed during October, and 38,000 (23 per et) more than the November 1969 claim load 15,000). The large October-to-November increase is sal and can be attributed, in part, to claims being il prior to the first week in December when the sonal benefit period commences.

November 30 there were 480,000 claimants for unployment insurance benefit, an increase of 81,000 (21 cent) over the October 30 claimant total of 399,000, r 131,000 (38 per cent) more than the 349,000 who e on claim at the end of November 1969.

Two hundred and fifteen thousand (45 per cent) of the claimants came on claim during the month, i.e. they were in the 1 to 4 weeks-on-claim category. Over 70 per cent in this category were males. In comparison with the claimant count on October 30, the number of males increased by 27 per cent, females by 11 per cent.

The average weekly estimate of beneficiaries was 268,000 in November, 292,000 in October and 193,000 in November 1969. Benefit payments and the average weekly benefit for these three months were $37.6 million ($35.00), $40.4 million ($34.62) and $27.6 million ($33.17) respectively.

Certification

The Canada Labour Relations Board met for six days during January. It granted four applications for certification, rejected three, and ordered one representation vote. During the month the Board received seven applications for certification and allowed the withdrawal of two. It also received one request for review of an earlier decision.

Applications for certification granted

Association of Canadian Television and Radio Artists on behalf of a unit of announcers and writers employed by Radio Station CFRA Ltd., Ottawa, Ont. (LG, Mar., p. 193).

L'Association des Employés de Provost Cartage Inc. on behalf of a unit of drivers and other employees of Provost Cartage Inc., Ville d'Anjou, Qué., employed in the company's branches at Montreal, Shawinigan, Valleyfield, Buckingham and Verchères in Québec, and at Cornwall and Toronto in Ontario (LG, Feb., p. 121).

The Building Service Employees Union, Local 298, on behalf of a unit of employees of Nation-Wide Interior Maintenance Co., Ltd., Montreal, Qué., employed in the performance of the company's contract with the Canada Department of Transport for cleaning and janitorial services at Montreal International Airport (LG, Feb., p. 121).

Pinawa Fire Fighters Association, AECL Local F-160, International Association of Fire Fighters, on behalf of a unit of protective services firefighters employed by Atomic Energy of Canada Limited at its Whiteshell Nuclear Research Establishment, Pinawa, Man. (LG, Feb., p. 121).

Applications for certification rejected

United Transportation Union, applicant, Ontario Northland Railway, North Bay, Ont., respondent, and Brotherhood of Locomotive Engineers, intervener (LG, Feb., p. 121). The application was rejected because it was not supported by a majority of the employees affected in a representation vote conducted by the Board.

National Association of Broadcast Employees Technicians, applicant, and Channel Seven Telev Limited (CJAY-TV), Winnipeg, Man., respondent Jan., p. 50). The application was rejected becaus unit of employees proposed by the applicant i appropriate for collective bargaining.

Building Material, Construction and Fuel Truck Dr Union, Local 213, International Brotherhood of T sters, Chauffeurs, Warehousemen and Helper America, applicant, The British Yukon Railway pany (operating under the name of White Pass Yukon Route), Vancouver, B.C., respondent, Clarence J. Wood, et al., interveners (LG, Jan., p The application was rejected because the evidence mitted did not establish, to the satisfaction of the B that the employees claimed as members by the appl union were in fact members in good standing.

Representation vote ordered

International Association of Machinists and Aero Workers, applicant, Canadian Autocare Limited tawa, Ont., respondent, and Raymond J. Tugwe al., interveners (LG, Mar., p. 193), (Returning Of G. A. Plante).

Applications for certification received

Le Syndicat des Chauffeurs de Voyageur Provi (CSN) on behalf of a unit of drivers employed by V geur (1969) Inc., Montréal, Qué. (Investigating Of S. T. Payne).

Le Syndicat des Travailleurs Forestiers de l'U.C. Gaspé on behalf of a unit of employees employe the loading and unloading of boats by Co dated—Bathurst Ltd., New-Richmond, Qué. (Inves ing officer: R. G. Dorion).

Le Syndicat du Transport Routier (CSN) on beha a unit of truck drivers employed by Roberval Ex Limited, Montréal, Qué. (Investigating Officer: Payne).

General Truck Drivers Union, Local 938, Internat Brotherhood of Teamsters, Chauffeurs, Warehouse and Helpers of America, on behalf of a unit of dr and freight handlers employed by Wilson's Truck L Etobicoke, Ont. (Investigating Officer: H. A. Fishe

General Truck Drivers Union, Local 879, Internat Brotherhood of Teamsters, Chauffeurs, Warehouse

nd Helpers of America, on behalf of a unit of employ-
es of Robert Sentineal Moving & Storage Limited,
Niagara Falls, Ont. (Investigating Officer: K. Hulse).

anadian Air Line Employees' Association on behalf
a unit of sales and traffic employees employed by
acific Western Airlines Ltd., Vancouver International
irport, Vancouver, B.C. (Investigating Officer: K.
ue).

anadian Marine Officers Union on behalf of a unit
captains and assistant captains employed by Marine
dustries Limited, Montreal, Qué. (Investigating
ficer: R. G. Dorion).

plications for certification withdrawn

anadian Bus Drivers' Union, applicant, Trailways of
anada Limited, Thornhill, Ont. (carrying on business
nder the name of Travelways), respondent, and Cana-
dian Brotherhood of Railway, Transport and General Workers, intervener (LG, Feb., p. 121).

Syndicat des Employés du Transport Provincial (CSN) (section Chauffeurs, division Voyageur), applicant, Voyageur (1969) Inc., Montreal, Qué., respondent, and Transport Drivers, Warehousemen and Helpers Union, Local 106, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, intervener (LG, Mar., p. 193).

Request for review withdrawn

The Board allowed the withdrawal of a request under Sec. 61 (2) of the Act for review of its order dated 5 August 1958, which certified the International Association of Machinists (now the International Association of Machinists and Aerospace Workers) as the bargaining agent for a unit of employees in the Maintenance Departments of Pacific Western Airlines Ltd., Vancouver International Airport, B.C. (LG, Oct. 1970, p. 733).

Conciliation

During January, the Minister of Labour appointed conciliation officers to deal with the following disputes:

Western Cartage and Storage (1962) Ltd., Edmonton, Alt., and Truckers, Cartagemen, Construction and Building Material Employees, Local 362 (Conciliation Officer: A. A. Franklin).

Speedy Storage and Cartage Limited, Lethbridge, Alta., and Truckers, Cartagemen, Construction and Building Material Employees, Local 362 (Conciliation Officer: A. A. Franklin).

Blue Peter Steamships Limited, St. John's, Nfld., and Canadian Merchant Service Guild (Conciliation Officer: W. J. Gillies).

Nordair Limited, Montréal International Airport, and International Association of Machinists and Aerospace Workers, Lodge 2309 (representing flight attendants) (Conciliation Officer: G. R. Doucet).

Eldorato Nuclear Limited (Mining and Exploration Division), Eldorado, Sask., and United Steelworkers of America (Conciliation Officer: A. E. Koppel).

Canadian Marconi Company (Broadcasting Division, CFCF-TV and CFCF-Radio), Montréal, Qué., and National Association of Broadcast Employees and Technicians (Conciliation Officer: G. R. Doucet).

M.I.L. Tug & Salvage Limited, Halifax, N.S., and Canadian Brotherhood of Railway, Transport and General Workers, Local 343 (representing unlicensed and shore personnel) (Conciliation Officer: R. L. Kervin).

Settlements by conciliation officers

Aqua Transportation Limited, Vancouver, B.C., and Canadian Merchant Service Guild (Conciliation Officer: D. H. Cameron) (LG, Feb., p. 122).

McNeil Transport Limited, Brockville, Ont., and Teamsters, Chauffeurs, Warehousemen and Helpers, Local 91 (representing office workers) (Conciliation Officer: K. Hulse) (LG, Feb., p. 122).

Coast Ferries Limited, Richmond, B.C., and Canadian Brotherhood of Railway, Transport and General Workers (Conciliation Officer: D. H. Cameron) (LG, Jan., p. 46).

United Keno Hill Mines Limited, Elsa, Y.T., and United Steelworkers of America, Local 924 (Conciliation Officer: D. H. Cameron) (LG, July 1970, p. 505).

Conciliation boards appointed

Federal Grain Limited, Manitoba Pool Elevators, National Grain (1968) Limited, Parrish & Heimbecker Limited, Richardson Terminals Limited, Saskatchewan Wheat Pool, United Grain Growers Limited, Westland Elevators Limited, and Lodge 650, Brotherhood of Railway, Airline and Steamship Clerks, Freight Handlers, Express and Station Employees.

Roberval Express Ltée, Montréal, Qué., and Le Syndicat du Transport Routier (LG, Jan., p. 46).

Northern Electric Company Limited (installation western region) and Communications Workers of America (LG, Jan., p. 46).

Pacific Western Airlines Ltd., Vancouver International Airport, and Canadian Air Line Dispatchers' Association (LG, Jan., p. 46).

Bell Canada (Directory Sales Representatives, Western Region) and Office and Professional Employees' International Union, Local 131 (LG, March, P. 194).

F. M. Yorks & Son Limited, (M.V. "Lorne Yo Vancouver, B.C., and Canadian Brotherhood of way, Transport and General Workers.

Canadian National Hotels Limited (Hotel Newfo land), St. John's, Nfld., and Hotel and Restauran ployees' and Bartenders' International Union, Loca (LG, March, p. 194).

Canadian National Hotels Limited (Hotel Nova tian), Halifax, N.S., and Hotel and Restaurant Em ees' and Bartenders' International Union, Loca (LG, Dec. 1970, p. 878).

Conciliation board reports received

Canadian Pacific Railway Company (S.S. "Prince Acadia") Bay of Fundy Service and Seafarers' Int tional Union of Canada (LG, Jan., p. 47). (Ful appears in Supplement No. 2, 1971).

Hudson Bay Mining and Smelting Co. Limited, Flon, Man., and Association of Flin Flon Trade U (LG, Jan., p. 47). (Full text appears in Supplemen 2, 1971).

Canadian Broadcasting Corporation and Can Union of Public Employees (LG, Nov. 1970, p. (Full text appears in Supplement No. 2, 1971).

Settlement reached after board procedure

Canadian National Steamship Company Limited, couver, B.C., and Seafarers' International Unio Canada (LG, Aug. 1970, p. 586).

Conciliation boards not appointed

CKAC Ltée, Montréal, Qué., and United Radio Television Workers Union, Local 291 (CLC) (LG, p. 46).

Chapman Transport Limited, Kelowna, B.C., and eral Truck Drivers and Helpers, Local 31, and Ge Teamsters Union, Local 181 (representing office clerical employees) (LG, Jan., p. 46).

Strike action

Hudson Bay Mining and Smelting Co. Limited, Flon, Man., and Association of Flin Flon Trade U (strike commenced January 27) (see above).

ecisions of the umpire

U[1]2977. The claimant filed a renewal application for nit three months after he was laid off from his sion as an inspector with a pipeline company. He d een employed by the company for six and a half ths, but was laid off because of a work shortage. e sked to have his claim antedated to the day after wis laid off.

e claimant declared that he didn't apply earlier be- se he did not have his contributions from his em- oyr, the reason being that he had been hired on a rnly basis with the expectation of becoming a per- anent employee. At the time of being hired, he gave s unemployment insurance book to the employer and w apparently misplaced. He was unable to obtain s ontributions from the company until three months ie he was laid off.

he insurance officer told the claimant that he could ot ave his claim antedated because he had not estab- she that, throughout the whole period, he had had good us for the delay in making the claim, and he had ot roved that he fulfilled all of the conditions of entit- ent for benefit during the period.

h appeal to the board of referees the claimant stated at e had delayed filing his claim because of an accu- ulation of circumstances over which he had little or control. He added that, owing to his lack of knowl- ge of the Unemployment Insurance Act, he did not lly understand the meaning of the statement made the insurance officer, but felt that he could provide e board with a satisfactory explanation should he have e opportunity to appear before them.

The claimant told the board that he did not wish to hurt his employer by reporting that the company was not paying unemployment insurance contributions on his behalf, as this might jeopardize his chances of re-employment with the company. **The board said that the claimant should have applied for benefit as soon as he became unemployed, that the reasons he had given for the delay in filing his claim were not beyond his control,** and that a person could have his claim antedated only if "he has a good reason instead of an excuse." Moreover, the board added the claimant should have been fairly well acquainted with the rules and regulations applying to contributions and claims, as he had been in the construction field for a number of years. The board dismissed the appeal.

The union then appealed to the Umpire. The claimant said that he had been advised by his employer that he would not be eligible for benefit, as the company had made no contributions on his behalf. The Umpire ruled that, from the claimant's statement "it is reasonable to infer that his omission to apply or to consult the local office of the Commission in respect of benefit or his rights in that respect was deliberate and intentional on his part, and that the main reason was that he preferred not to take any action that might jeopardize his chances of re-employment, and it was only when the possibility of re-employment was definitely terminated that he and his Union advisers decided to 'push matters further and harder,' to use his own words."

"In my opinion the antedating provision of the Act was not intended to include a delay of the length and for the reasons given by the claimant, and although he had had misfortunes and no doubt could well do with the additional money he is seeking, I feel that it would be contrary to the principles applied by various Umpires in previous jurisprudence to hold that the claimant here has shown 'good cause for the delay' within the meaning of those words in the Act." For these reasons **the Umpire dismissed the appeal.**

General topics

Wage schedules

During December, the Department of Labour prepared 334 wage schedules for inclusion in contracts proposed to be undertaken by departments of the federal Government and its Crown corporations in various areas of Canada, for works of constructions, remodelling, repair or demolition, and certain services.

In the same period, 282 contracts in these categories were awarded. In addition, 23 contracts containing the General Fair Wages Clause were reported awarded.

A copy of the wage schedule issued for each contract is available on request to trade unions concerned or to others who have a bona fide interest in the execution of the contract.

Contracts awarded in December for the manufacture of supplies and equipment were:

Department	No. of Contracts	Aggregate Amount
Supply and Services	81	$1,028,091.00

During December, the sum of $69,438.83 was collected from 15 contractors for wage arrears owing their employees as a result of the failure of the contractors, or their subcontractors, to apply the wage rates and other conditions of employment required by the schedule of labour conditions forming part of their contract. This amount is for distribution to the 135 workers concerned.

Employment review

Total employment in December was 7,791,000 (n justed for seasonality), a decline of 133,000 fro vember. The reduction was larger than the usual sea decline between these two months. Compared wit cember, 1969, employment was 79,000, or 1.0 pe higher. There was an increase of 62,000 in the nu of persons unemployed—from 476,000 in Nov to 538,000 in December—and a yearly increa 155,000. The labour force, at 8,329,000, was 7 lower than in November, but was 234,000, or 2. cent, higher than a year ago. The seasonally ad unemployment rate advanced to 6.6 per cent i cember from 6.5 per cent in November. (Seasona justment is an analytical method for removing the e of normal seasonal fluctuations from the data.) unadjusted rate of unemployment rose from 5.7 pe in November to 6.5 per cent in December.

Most changes in employment in individual in groups followed normal seasonal lines between Nov and December, the main exceptions being comm business and personal services, and trade. Emplo in services declined 43,000: in recent years durin period, there was an increase. Employment in increased much less than usual for the time of As with the changes in service industries and trad reduction of 34,000 in the number of employed w aged 25 and over, was in excess of the normal sea change. The declines in employment among men 25 and over, 66,000, and among persons 14-24 32,000, were, in percentage terms, somewhat large the normal seasonal change.

Seasonally adjusted employment

Employment on a seasonally adjusted basis declin 7,862,000 in December, reflecting the above-av reduction in the unadjusted series. There were de in all regions except British Columbis, where ther an increase of 1.6 per cent. The largest decline, 2. cent, was in the Atlantic region, followed by redu of 1.0 per cent in Ontario, 0.8 per cent in the P region, and 0.6 per cent in Quebec.

The increase of 62,000 in the number of persons u ployed between November and December was, in pe tage terms, about the same as the average increas this period in the last four years. There was an a average increase in unemployment among men 25 years and over, and a less-than-average inc among persons aged 14-24. There were 155,000 persons unemployed in December, 1970, with inc in all the main age and sex groups. An above-av increase was recorded in the Atlantic region. Q

Ontario showed relative increases that were somewhat larger than average, and the relative increase in the prairie region was below average. In British Columbia, there was an unusually large decline between November and December. Compared with a year earlier, the largest percentage increase in unemployment was in the prairie region, followed by Ontario, British Columbia, Quebec and the Atlantic region.

Seasonally adjusted unemployment rates

The seasonally adjusted unemployment rate in December was 6.6 per cent, slightly higher than in November, 6.5 per cent, and the same as in October. There was a noticeable increase in the seasonally adjusted rate of unemployment in the Atlantic region in December, and there were increases also in the Quebec and Ontario rates. In the Prairie region and British Columbia, further substantial reductions were recorded.

U.S. employment

Unemployment in December was 4,600,000, unchanged from November, but after seasonal adjustment, it increased slightly by about 120,000. The seasonally adjusted rate of unemployment in December was 6.0 per cent, compared with 5.8 per cent in November, the highest since December 1961, when it was also 6.0 per cent. The actual rate of unemployment was 5.9 per cent, compared with 5.5 per cent in November. The civilian labour force advanced slightly on a seasonally adjusted basis to 83,446,000 from 83,393,000. Long-term unemployment continued to rise. The number of persons unemployed for at least 15 weeks passed one million on a seasonally adjusted basis, the highest since mid-1964. This brought the average duration of unemployment to 9.8 weeks, up from 9.4 weeks in November, but remained below levels of the early and mid-1960's.

Unemployment insurance fund

During December 1970, 26,939 investigations were completed across Canada. Of these, 14,222 were on-premises investigations, and 1,912 were selective investigations to verify the fulfilment of statutory conditions. The remaining 69 formal investigations and 10,236 post audit investigations were in connection with claimants suspected of making false statements to obtain benefits.

Punitive disqualifications as a result of claimants making false statements or misrepresentations numbered 4,299. Prosecutions were commenced in 194 cases, 193 against claimants and one against an employer. This does not include employer prosecutions commenced by the Revenue Branch.

Revenue received by the Unemployment Insurance Fund in December totalled $51,124,049.92, compared with $55,101,007.15 in November and $53,426,242.57 in December 1969. **Benefits paid in December totalled $60,238,738.25, compared with $37,583,156.82 in November and $33,060,494.99 in December 1969.** The balance in the Fund on 31 December 1970 was $473,175,760.39, compared with $482,290,448.72 in November and $545,782,419.16 at the end of December 1969.

April credits

Unemployment Insurance Report, p. 265, originates with the Unemployment Insurance and Manpower Section of the Dominion Bureau of Statistics. A claimant's unemployment register is placed in the active file at the local office as soon as the claim is made. As a result, the count of claimants at any given time inevitably includes some whose claims are in process. "Claimants" should not be interpreted either as "total number of beneficiaries" or "total registered clients."

Certification before the CLRB, p. 266, originates with the Employee Representation Branch of the Department of Labour, and covers proceedings under the Industrial Relations and Disputes Investigation Act involving the functions of the Canada Labour Relations Board, for which the Employee Representation Branch of the Department is the administrative agency.

Conciliation before the Minister of Labour, p. 267, originates with the Conciliation and Arbitration Branch of the Department of Labour, and covers proceedings under the Industrial Relations and Disputes Investigation Act involving the administrative services of the Minister of Labour and the Conciliation and Arbitration Branch of the Department.

Employment, Training and Pensions for Older Workers, p. 258, was submitted by the Section on Older Workers, Manpower Utilization Branch, Department of Manpower and Immigration.

Provincial social assistance legislation in 1970, p. 248, was prepared by the Welfare Research Division, Department of National Health and Welfare.

Photos. NFB: Cover, p. 235, 236, 237, 238, 239, 242, 244, 249, 250, 253, 256, 263. Murray Mosher—Photo Features: p. 224. John S. Holmes, Halifax: p. 225. United Press International: p. 227. Public Archives of Canada: p. 231.

Railway arbitration

Three disputes were dealt with by the Canadian Railway Office of Arbitration in Montreal on December 8. The first grievance was a supplementary award to Case No. 203, the second was allowed, and the third was dismissed.

Case No. 203 Supplementary: Dispute between the CNR and the United Transportation Union over yard work done by a road crew.

The arbitrator earlier allowed the grievance, saying that the crew should be paid for eight hours of work. But the company refused to pay the full claim at yard rates. The union contended that the men involved should be paid for a minimum day, but the company said that they should be paid only for the time when they were "performing yard work."

The arbitrator said that if the yardmen had been called to do the work, as would have been proper, they would have been paid for a minimum day. The grievors did do work that, had they been yardmen, would have entitled them to such a payment. He decided to allow the grievance, ruling that the road crew was entitled to eight hours pay.

Case No. 254. Dispute between the CNR and the Canadian Brotherhood of Railway, Transport and General Workers over the right of dining car employees to exercise their seniority.

Six dining car crews had operated on a line. The complement of waiters in each crew was reduc one. The six junior waiters were released from positions and allowed to exercise their seniority. Be the six junior waiters reduced on each set of trains not distributed among the six crews in line, it was sary for some employees remaining on the assig to move from one crew to fill positions left vac another crew. The union said that the latter emp should have been able to exercise their seniorit the company said that they could not, as their po in the assignment were not abolished, nor were displaced from the assignment.

The arbitrator said that the employees affecte particular positions on the assignment and tha though the assignment had not been abolishe employees' particular positions, "in a very real were abolished. That is why they were moved. conclusion was that the employees affected were e to exercise their displacement rights in accordanc the collective agreement. He therefore allowed th vance, saying that it would be irregular if the col agreement provided higher rights to junior emp displaced by the grievors than to the grievors thems

Case No. 255. An ex parte dispute between CP Ra the Brotherhood of Railway, Airline and Stea Clerks, Freight Handlers, Express and Station Em ees over discipline assessed to a senior keypunch tor.

The senior keypunch operator was demoted to the tion of keypunch operator as a disciplinary me The union wanted her to be reinstated, but the com would not reverse its decision. The company first the objection that the matter was not arbitrable be notice to arbitrate was not given within the prope limits.

An officer of the company wrote a letter to the declining to reinstate the grievor. To comply wi agreement, the union had to give notice to arb within 60 days. Notice was given one day late. The contended that the letter from the company offici not a final decision on the matter, but the arbi agreed with the company that it was. The arbi ruled that "There can be no legitimate doubt th letter of May 27 was the final decision in the grie procedure and that the 60-day limitation period ran. Notice to arbitrate was not given within period," he said, "and I have no alternative b dismiss the grievance."

blications
the library

o. 265

ublications listed below are recent acquisitions. ey may be borrowed through a local library (business, versity or public) or directly if there is no local ra . Please indicate the publication number and the n listed, when requesting loans.

tomotive agreement

o. 1—Beigie, Carl E. The Canada-U.S. automotive eement: and evaluation. Montreal, Canadian-erican Committee [1970] 173p.

llective bargaining

o. 2—Prasow, Paul. Arbitration and collective gaining: conflict resolution in labor relations [by] l Prasow [and] Edward Peters. New York, Mc-wHill [1970] 426p.

o. 3—U.S. Bureau of Labor Statistics. Major col-ive bargaining agreements; administration of nego-ecpension, health and insurance plans. Washington P.., 1970] 52p.

avantaged

o. 4—Drennan, William D., ed. The fourth strike; n; and training the disadvantaged. [New York] erican Management Association [1970] 154p.

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o. 5—Canadian Tax Foundation. The growth of ernment spending in Canada, by Richard M. Bird. ronto, 1970. 333p.

o. 6—Kernaghan, W. D. K., ed. Bureaucracy in adian government; selected readings. Toronto, then [1969] viii, 190p.

■ **No. 7—National Industrial Conference Board.** Federal revenue sharing with the States; problems and promises, by Michael E. Levy and Juan de Torres. New York, 1970. [103]p.

Industrial relations

■ **No. 8—McCarthy, William Edward John, ed.** Industrial relations in Britain: guide for management and unions. London, Lyon, Grant & Green, 1969. 151p.

■ **No. 9—Nigro, Felix A.** Management-employee relations in the public service. Chicago, Public Personnel Association [1969] 433p.

■ **No. 10—Ryder, Meyer S.** Managing industrial conflict in Holland at the plant level. Ann Arbor, Bureau of Business Research, Graduate School of Business Administration, University of Michigan [1970] xiii, 106p.

■ **No. 11—Seyfarth, Shaw, Fairweather & Geraldson.** Labor relations and the law in the United Kingdom and the United States: a comparative study. Ann Arbor, Program in International Business, Graduate School of Business Administration, University of Michigan [1968] xxvi, 634p.

■ **No. 12—Seyfarth, Shaw, Fairweather & Geraldson.** Labor relations and the law in West Germany and the United States: a comparative study. Ann Arbor, Program in International Business, Graduate School of Business Administration, University of Michigan [1969] xxx, 606p.

■ **No. 13—U.S. Bureau of Labor Statistics.** Analysis of work stoppages, 1968. Washington [G.P.O., 1970] 61p.

■ **No. 14—Yoder, Dale.** Personnel management and industrial relations. 6th ed. Englewood Cliffs, N.J., Prentice-Hall [1970] 784p.

Labour economics

■ **No. 15—Fleisher, Belton M.** Labor economics: theory and evidence. Englewood Cliffs, N.J., Prentice-Hall [1970] xiii, 304p.

■ **No. 16—Peitchinis, Stephen Gabriel.** Canadian labour economics: an introductory analysis. Toronto McGraw-Hill [1970] 491p.

Labour laws and legislation

■ **No. 17—Canada.** Department of Labour. Legislation Branch. Labour relations legislation in Canada. [Ottawa, Queen's Printer, 1970] 180p.

■ **No. 18—Great Britain.** Laws, statutes, etc. Redundancy payments: an annotation and guide to the Redundancy Payments Act, 1965, by H. Samuels and N. Stewart-Pearson. 2d ed. London, Knight, 1970. xv, 197p.

Labour organization

■ **No. 19—Catchpole, Terry.** How to cope with COPE; the political operations of organized labor. New Rochelle, N.Y., Arlington House [1968] 381p.

■ **No. 20—Leab, Daniel J.** A union of individuals; the formation of the American Newspaper Guild, 1933-1936. New York, Columbia University Press, 1970. vi, 362p.

■ **No. 21—National Industrial Conference Board.** White-collar unionization, by Edward R. Curtin. New York, 1970. 70 p.

Labour supply

■ **No. 22—U.S. Bureau of Labor Statistics.** Occupational employment statistics, 1960-67. Washington, G.P.O. [1970] 42p.

■ **No. 23—U.S. Bureau of Labor Statistics.** Technician manpower, 1966-80. Washington [G.P.O., 1970] 28p.

Labouring classes

■ **No. 24—Denis, Robert.** L'homme dans l'ent[illegible] [par] R. et S. Denis. [Paris] Dunod Economie [illegible] 107p.

■ **No. 25—Leuwers, Jean-Marie.** Un peuple se [illegible] luttes ouvrières, mai 1968. Paris, Les Editions ou[illegible] [1969] 370p.

■ **No. 26—Levitan, Sar.** Federal training and programs in the sixties [by] Sar A. Levitan [and] L. Mangum. [Ann Arbor, Institute of Labor and [illegible] trial Relations, University of Michigan, 1969] 465

■ **No. 27—McClure, Arthur F.** The Truman ad[illegible] tration and the problems of postwar labor, 194[illegible] Rutherford, Fairleigh Dickinson University Press [illegible] 267p.

■ **No. 28—Princeton University.** Industrial Re[illegible] Section. An analysis of the quit rate in American [illegible] facturing industry, by John H. Pencavel. Princeto[illegible] 1970. 65p.

■ **No. 29—Western European labor and the Am[illegible] corporation.** Edited by Alfred Kamin. Foreword b[illegible] Kahn-Freund. Washington, Bureau of National [illegible] [1970] xxvii, 546p. "... Based upon the proceed[illegible] the Summer Institute on Business and Law of [illegible] University of Chicago, held July 7-12, 1968 at Hi[illegible] Park, Ill."

Occupations

■ **No. 30—U.S. Bureau of Labor Statistics.** O[illegible] tional outlook handbook. [9th] 1970-71 ed. Wash[illegible] [G.P.O., 1970] 859p.

Pollution

■ **No. 31—Earth Day—the beginning; a guide [illegible] vival.** Compiled and edited by the national s[illegible] Environmental Action. New York, Bantam Books [illegible] 233p.

o. 32—Taylor, Gordon Rattray. The doomsday l London, Thames and Hudson [c1970] 335p.

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o. 33—Kain, John Forrest, comp. Race and po- ty the economics of discrimination. Englewood ff N.J., Prentice Hall [1969] vi, 186p.

o. 34—Rose, Eliot Joseph Benn. Colour and citi- slp: a report on British race relations [by] E. J. B. se n association with Nicholas Deakin [and others]. non, New York [etc.] Published for the Institute of c Relations by Oxford U.P., 1969. xxiii, 815p.

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o. 35—International Conference on Technological ar e and Human Development, Jerusalem, 1969. chiological change and human development; an in- na onal conference, Jerusalem, April 14-18, 1969. roduction by Theodore W. Kheel. Edited by Professor ay L. Hodges and Professor Matthew A. Kelly. ad, N.Y., published by the New York State School Industrial and Labor Relations for the American nation on Automation and Employment, 1970. xiv, p

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o. 36—Rees, Albert. Workers and wages in an pa labor market [by] Albert Rees [and] George P. ult with the assistance of Mary T. Hamilton [and ers Chicago, University of Chicago Press [c1970] xv, p

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o. 38—Boserup, Ester. Woman's role in economic velopment. London, G. Allen and Unwin [c1970] p

o. 39—Figes, Eva. Patriarchal attitudes: women in iet London, Faber and Faber [1970] 191p.

■ **No. 40—Oppenheimer, Valerie Kincade.** The female labour force in the United States; demographic and economic factors governing its growth and changing composition. Berkeley, Institute of International Studies, University of California [1970] xii, 197p.

Work satisfaction

■ **No. 41—Maurer, John George.** Work role involvement of industrial supervisors. East Lansing, Bureau of Business and Economic Research, Michigan State University, 1969. 166p.

■ **No. 42—Myers, M. Scott.** Every employee a manager; more meaningful work through job enrichment. New York, McGraw-Hill [1970] 233p.

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■ **No. 43—Great Britain.** Department of Employment and Productivity. Manpower Research Unit. Printing and publishing. London, H.M.S.O., 1970. 115p.

■ **No. 44—Howard, Bion Bradbury.** A study of the financial significance of profit sharing, prepared by Bion B. Howard and Peter O. Dietz. Chicago, Council of Profit Sharing Industries [1969] 130p.

■ **No. 45—Mann, William Edward, ed.** Poverty and social policy in Canada. Toronto, Copp Clark Pub. Co. [c1970] xiv, 429p.

■ **No. 46—Microeconomic foundations of employment and inflation theory** [by] Edmund S. Phelps [and others] New York, W.W. Norton [1970] 434p.

■ **No. 47—Okun, Arthur M. The political economy of prosperity.** [1st ed.] New York, Norton [1970] vi, 152p.

■ **No. 48—Seldon, Arthur.** The great pensions 'swindle'. London, Tom Stacey Ltd. [1970] 176p.

Statistics Section

Labour Statistics

Principal Items	Date	Amount	Percentage Change From Previous Month	Percentage Change From
		(in thousands)		
TOTAL CIVILIAN LABOUR FORCE*				
Week ended December 12, 1970		8,329	− 0.8	+
Employed		7,791	− 1.7	+
Agriculture		449	− 6.8	−
Non-agriculture		7,342	− 1.3	+
Paid workers		6,817	− 1.4	+
At work 35 hours or more		6,218	+21.8	−
At work less than 35 hours		1,324	−47.9	+
Employed but not at work		249	−10.8	+
Unemployed		538	+13.0	+
Atlantic		54	+28.6	+
Québec		197	+17.3	+
Ontario		146	+15.9	+
Prairie		71	+10.9	+
British Columbia		70	− 7.9	+
Without work and seeking work		495	+ 9.8	+
On temporary layoff up to 30 days		43	+72.0	+
INDUSTRIAL EMPLOYMENT (1961 = 100)†	November	127.6	− 0.8	−
Manufacturing employment (1961 = 100)†	November	120.6	− 1.4	−
IMMIGRATION	1st 9 mos. 1970	113,323	—	−
Destined to the labour force	1st 9 mos. 1970	60,022	—	−
STRIKES AND LOCKOUTS				
Strikes and lockouts	January	45	−16.7	−
No. of workers involved	January	24,716	−28.2	+
Duration in man days	January	205,570	−52.5	+
EARNINGS AND INCOME				
Average weekly wages and salaries (ind. comp.)†	November	129.88	− 0.3	+
Average hourly earnings (mfg.)†	November	3.09	+ 1.0	+
Average weekly hours paid†	November	39.9	− 0.5	−
Average weekly wages (mfg.)†	November	123.46	+ 0.4	+
Consumer price index (1961 = 100)	December	129.8	− 0.4	+
Index numbers of weekly wages in 1961 dollars (1961 = 100)‡	October	126.7	+ 1.4	+
Total labour income (Millions of dollars)†	November	4,057.4	+ 0.1	+
INDUSTRIAL PRODUCTION†				
Total (average 1961 = 100)	December	169.8	− 0.2††	+
Manufacturing	December	164.4	− 0.5††	−
Durables	December	179.6	+ 0.7††	−
Non-durables	December	152.3	− 1.7††	−
NEW RESIDENTIAL CONSTRUCTION**				
Starts	December	16,515	−16.6	+
Completions	December	10,061	−24.1	−
Under construction	December	123,901	+ 5.4	+

* Estimates of the labour force, the employed and the unemployed, are from The Labour Force, a monthly publication of the Dominion B Statistics, which, in addition, contains the characteristics of the labour force, together with definitions and explanatory notes.
† Advance data.
‡ Preliminary.
** Centres of 10,000 population or more. †† Percentage changes for the previous month and the previous year are calculated from revise

les

A-3—Labour Force

abour Income

C-7—Employment, Hours and Earnings

E-4—Unemployment Insurance

F-2—Prices

G-4—Strikes and Lockouts

Labour Force

A-1—Regional Distribution, Week Ended December 12, 1970

	Canada	Atlantic	Québec	Ontario	Prairies	B.C.
			(in thousands)			
ABOUR FORCE	8,329	648	2,339	3,117	1,346	879
n	5,631	447	1,602	2,076	918	588
men	2,698	201	737	1,041	428	291
19 years	785	63	225	269	150	78
24 years	1,272	134	393	419	206	120
44 years	3,575	241	1,025	1,378	535	395
64 years	2,494	194	645	972	417	266
6 years and over	204	16	52	78	38	20
PLOYED	7,791	594	2,142	2,971	1,275	809
n	5,219	399	1,455	1,970	863	532
men	2,572	195	687	1,001	412	277
iculture	449	21	92	120	200	15
n-agriculture	7,342	573	2,050	2,851	1,075	794
d Workers	6,817	524	1,890	2,679	995	729
n	4,433	346	1,261	1,727	627	472
men	2,384	178	628	952	368	258
EMPLOYED	538	54	197	146	71	70
n	412	48	147	106	55	56
men	126	*	50	40	16	14
NS NOT IN LABOUR FORCE	6,857	743	1,983	2,358	1,090	683
n	1,893	242	528	626	308	189
men	4,964	501	1,455	1,732	782	494

ian 10,000. Source: Labour Force Survey, DBS.

Table A-2—Age, Sex and Marital Status, Week Ended December 12, 1970

	Total	14-19 Years All Persons	20-64 Years Men Married	20-64 Years Men Other	20-64 Years Women Married	20-64 Years Women Other
			(in thousands)			
POPULATION 14 YEARS OF AGE AND OVER*	15,186	2,516	4,286	1,226	4,409	1,161
LABOUR FORCE	8,329	785	4,072	964††	1,516	790
Employed	7,791	679	3,860	840	1,466	753
Unemployed	538	106	212	123	50	37
NOT IN LABOUR FORCE	6,857	1,731	214	262	2,893	372
PARTICIPATION RATE†						
1970 December 12	54.8	31.2	95.0	78.6	34.4	68.0
November 14	55.4	32.2	95.2	79.5	35.1	68.2
UNEMPLOYMENT RATE‡						
1970 December 12	6.5	13.5	5.2	12.8	3.3	4.7
November 14	5.7	13.1	4.1	10.8	3.0	5.2

* Excludes inmates of institutions, members of the armed forces, Indians living on reserves and residents of the Yukon and Northwest Terr
† The labour force as a percentage of the population of 14 years of age and over.
††Discrepancy between totals and subtotals due to rounding.
‡ The unemployed as a percentage of the labour force.
** Less than 10,000 unemployed.
Source: Labour Force Survey, DBS.

Table A-3—Unemployed, Week Ended December 12, 1970

	December 1970	November 1970
	(in thousands)	
TOTAL UNEMPLOYED	538	476
On temporary layoff up to 30 days	43	25
Without work and seeking work	495	451
Seeking:		
Full-time work	470	419
Part-time work	25	32
Under 1 month	124	130
1-3 months	203	168
4-6 months	84	78
More than 6 months	84	75

Source: Labour Force Survey, DBS.

Labour Income

Table B-1—Estimates of Labour Income, by Industry‡‡

Month	Mining	Manufacturing	Transportation Communication and Public Utilities**	Forestry	Construction	Trade	Finance, Services (including Government)	Supplementary Labour Income	Totals††
				Monthly Totals					
				(millions of dollars)					
Total	697	7,981	3,139	387	2,262	3,662	8,508	1,231	28,181
Total	765	8,898	3,402	423	2,660	4,037	9,708	1,688	31,907
Total	846	9,517	3,830	453	2,771	4,402	11,266	1,835	35,275
Total	919	10,167	4,106	434	2,855	4,847	12,755	2,035	38,493
Total	959	11,258	4,575	468	3,112	5,482	14,734	2,234	43,203
November	80.9	971.2	392.4	44.8	286.3	492.0	1,289.5	179.0	3,763.6
December	86.8	963.8	384.3	37.6	242.8	495.1	1,293.5	176.1	3,703.7
January	88.3	961.8	380.6	37.2	242.4	477.3	1,307.0	173.8	3,688.5
February	90.3	966.1	382.8	38.9	245.4	478.1	1,310.4	197.3	3,729.5
March	92.3	973.0	386.7	33.5	245.5	483.7	1,318.2	206.4	3,758.9
April	89.6	975.0	393.4	29.4	252.7	489.7	1,329.1	204.6	3,790.0
May	92.3	988.0	406.5	32.5	254.4	494.4	1,352.2	211.2	3,865.4
June	94.7	1,013.9	415.5	38.2	296.3	507.2	1,381.2	207.9	3,994.8
July	95.6	990.2	420.6	42.9	306.9	501.3	1,387.2	209.2	4,001.4
August	96.8	1,010.3	424.6	44.6	319.1	494.3	1,382.6	208.8	4,033.9
September*	95.8	1,011.1	425.0	45.8	333.7	503.8	1,394.9	205.4	4,060.6
October†	95.5	1,006.3	426.2	45.7	330.5	508.9	1,409.0	196.5	4,054.8
November‡	96.5	998.6	437.6	42.5	306.4	519.5	1,414.9	212.6	4,057.4
Seasonally Adjusted									
Total	697	7,981	3,139	387	2,262	3,662	8,508	1,231	28,181
Total	765	8,898	3,402	423	2,660	4,037	9,708	1,688	31,907
Total	846	9,517	3,830	453	2,771	4,402	11,266	1,835	35,275
Total	919	10,167	4,106	434	2,855	4,847	12,755	2,035	38,493
Total	959	11,258	4,575	468	3,112	5,482	14,734	2,234	43,203
November	81.1	964.7	388.5	39.5	273.8	483.5	1,281.8	192.7	3,738.2
December	88.1	982.2	386.9	41.7	280.5	486.1	1,292.0	195.7	3,785.5
January	89.0	981.4	393.3	42.2	289.0	488.3	1,319.0	199.1	3,833.6
February	89.5	982.7	400.1	44.1	292.7	491.5	1,324.6	200.0	3,857.8
March	91.1	982.2	401.9	44.9	287.7	494.8	1,325.4	200.9	3,861.5
April	91.7	983.5	400.0	45.2	273.9	494.7	1,341.1	199.9	3,862.7
May	92.7	983.1	406.1	35.3	253.0	493.7	1,345.8	200.1	3,842.7
June	93.0	1,000.2	405.8	34.7	271.6	496.3	1,363.0	201.9	3,889.3
July	94.1	992.3	407.6	36.1	273.1	494.0	1,384.9	202.2	3,917.0
August	95.8	1,001.9	408.6	37.2	276.4	494.8	1,383.7	203.9	3,936.1
September*	96.5	990.8	413.6	37.5	290.1	503.6	1,393.8	205.4	3,964.7
October†	96.2	994.3	420.7	39.1	297.2	506.2	1,402.2	207.1	3,997.2
November‡	96.8	994.2	433.3	37.4	293.6	510.5	1,406.4	206.9	4,013.2

sc. † Preliminary. ‡ Advance.
ues post office wages and salaries. †† Figures in this column are for total labour income, Canada, but are not totals of the figures in the columns of this table, which do not show labour income in Agriculture, Fishing and Trapping. ‡‡ Revised estimates are based 60 standard industrial classification.
Monthly figures may not add to annual totals because of rounding.
stimates of Labour Income (DBS Cat. No. 72-005).

C—Employment, Hours and Earnings

Tables C-1, C-2 and C-4 are based on reports from employers having 20 or more employees in any month of the year; at Octo employers in the principal non-agricultural industries reported a total employment of 3,814,242. Table C-3 gives estimates of t ployment, by industry divisions, for the provinces and Canada, derived from the survey of establishments employing 20 or more and from a sample survey of establishments employing less than 20 persons. Tables C-5 to C-7 are based on reports from a sc smaller number of firms than Tables C-1, C-2 and C-4. They relate only to wage earners for whom statistics of hours of work available, whereas Tables C-1, C-2 and C-4 relate to salaried employees as well as to all wage earners in the reporting firms.

Table C-1—Employment, Payrolls and Weekly Wages and Salaries

Year and Month	Industrial Composite‡			Manufacturing		
	Index Numbers (1961 = 100)			Index Numbers (1961 = 100)		
	Employment	Average Weekly Wages and Salaries	Average Weekly Wages and Salaries	Employment	Average Weekly Wages and Salaries	A
AVERAGE			$			
1965	114.3	116.3	91.01	117.2	116.2	
1966	120.7	123.1	96.34	123.5	122.8	
1967	122.6	131.4	102.83	123.1	130.6	
1968	122.7	140.4	109.88	122.1	140.3	
1969	126.9	150.3	117.63	125.2	150.7	
1969—October	130.0	154.3	120.71	126.7	154.4	
November	130.1	155.2	121.42	126.4	156.0	
December	126.5	149.4	116.89	123.3	150.2	
1970—January	124.4	157.3	123.08	122.5	158.5	
February	124.3	158.7	124.14	122.6	159.6	
March	124.2	158.2	123.79	122.6	159.5	
April	124.5	160.4	125.53	122.3	161.2	
May	126.7	161.0	126.07	122.8	162.3	
June	129.6	162.5	127.17	125.5	163.3	
July	128.6	162.3	127.02	122.1	161.7	
August	130.9	163.7	128.11	126.4	163.2	
September*	129.6	164.8	128.94	123.7	164.3	
October†	128.6	166.4	130.23	122.3	166.6	

* Revised. † Preliminary.
‡ Includes: Forestry; mining (including milling); manufacturing; construction; transportation, communication, and other utilities; trade insurance and real estate; service (mainly hotels, restaurants, laundries, dry cleaning plants, business and recreational service)
Source: Employment and Average Weekly Wages and Salaries (DBS Cat. No. 72-002).

C-2—Area Summary of Employment and Average Weekly Wages and Salaries

	Employment Index Numbers*			Average Weekly Wages and Salaries		
	October 1970	September 1970	October 1969	October 1970	September 1970	October 1969
	(1961 = 100)			$	$	$
ION AND PROVINCE						
tl Region	123.8	124.9	123.9	108.92	108.36	99.17
Newfoundland	131.0	131.3	129.0	120.69	120.45	108.12
Prince Edward Island	148.0	152.6	145.2	82.60	82.57	79.38
Nova Scotia	117.8	118.0	119.8	107.06	107.65	96.61
New Brunswick	124.0	126.5	123.5	105.79	103.82	98.20
ec	121.2	122.5	123.8	126.00	123.95	118.50
ri	131.8	132.7	132.8	134.73	133.90	124.42
legion	127.7	129.0	130.0	125.19	124.83	114.38
Manitoba	119.2	120.4	122.3	118.01	117.87	109.10
Saskatchewan	115.9	116.5	119.7	117.67	116.80	109.26
Alberta	139.6	141.3	140.7	132.62	132.54	120.07
British Columbia	142.8	142.8	142.2	142.69	140.02	133.17
A	128.6	129.6	130.0	130.23	128.94	120.71
AREAS						
St. John's	139.0	139.7	139.9	103.05	102.36	94.34
Halifax	120.0	120.5	125.0	109.15	108.44	99.24
Sydney	92.7	93.5	92.8	114.93	114.47	102.87
Moncton	143.0	144.0	137.1	101.32	100.36	95.74
Saint John	115.0	115.5	115.1	110.15	110.00	99.84
Chicoutimi	116.0	116.7	115.2	145.92	142.36	135.85
Montreal	122.2	122.9	125.3	128.61	127.59	119.06
Quebec	128.5	127.8	122.0	113.94	113.11	104.70
Shawinigan	90.5	94.2	94.1	130.73	127.50	120.13
Sherbrooke	112.7	111.3	119.8	110.72	110.36	101.02
Trois-Rivières	114.7	113.6	119.1	121.00	117.25	113.99
Ottawa-Hull	142.9	142.8	142.4	122.53	121.62	113.25
Sceveille	129.6	131.1	129.5	114.73	113.94	107.05
Brampton	298.1	299.7	278.9	131.15	132.18	121.27
Brantford	126.5	128.1	139.5	118.44	116.92	110.78
Thunder Bay	129.1	129.4	125.8	128.71	126.48	119.79
Guelph	139.4	141.4	143.2	124.77	124.38	115.36
Hamilton	124.9	126.6	123.7	140.90	138.36	126.58
Kingston	123.6	124.4	128.4	122.04	122.20	116.99
Kitchener	153.9	154.4	160.4	119.46	119.47	111.19
London	123.7	124.3	128.9	124.10	124.03	115.57
Niagara Falls	123.9	135.1	120.3	124.98	120.01	112.14
Oshawa	85.3	89.5	147.3	141.31	140.74	138.67
Peterborough	142.6	142.2	148.6	135.26	134.30	126.01
Sarnia	132.1	133.4	145.5	164.73	165.72	156.35
Sault Ste. Marie	126.6	128.9	65.9	152.44	152.98	127.70
Sudbury	134.3	132.3	55.9	162.43	158.84	131.10
St. Catharines	115.4	119.2	145.6	136.09	134.88	134.21
Timmins	72.0	72.3	72.2	118.39	120.67	110.39
Toronto	136.3	136.1	138.3	137.16	136.81	126.86
Wland	116.8	116.7	102.3	152.78	153.59	140.74
Windsor	148.9	152.0	160.5	155.59	154.09	142.09
Winnipeg	122.7	123.2	126.3	110.59	111.18	102.22
Regina	121.9	121.3	125.2	112.96	112.62	105.19
Saskatoon	135.4	135.2	142.5	111.61	112.73	103.23
Calgary	148.4	148.6	151.9	130.47	130.68	120.03
Edmonton	145.8	147.0	150.4	125.68	126.11	114.26
Vancouver	142.6	142.9	142.7	137.13	136.12	127.66
Victoria	129.2	131.6	137.9	117.20	119.51	112.72

*figures subject to revision. Source: Employment and Average Weekly Wages and Salaries (DBS Cat. No. 72-002).

Table C-3—Estimates of Employees by Industry, Provinces and Canada

	Forestry	Mines, Quarries and Oil Wells	Manufacturing		Construction	Transportation, Communication and Other Utilities	Trade	Finance, Insurance and Real Estate	Community, Business and Personal Services		Public Administration and Defence††
			Non-durables	Durables					Non-commercial Sector‡	Commercial Sector**	
						(in thousands)					
Canada											
October 1970*	—	130.3	870.5	774.5	374.6	—	1,091.1	306.0	1,193.3	719.9	454.3
September 1970*	62.0	130.0	872.3	786.6	366.0	672.8	1,097.9	305.6	1,194.7	718.5	452.2
October 1969†	77.5	113.6	892.8	829.4	428.3	672.5	1,104.9	302.8	1,116.4	714.4	427.1
NEWFOUNDLAND											
September 1970*	2.8	6.2	10.7	2.1	9.6	15.5	18.8	2.2	22.4	9.5	8.9
August 1970*	3.1	6.1	11.8	2.1	9.6	15.8	18.3	2.3	19.9	9.6	9.3
September 1969†	2.8	5.7	11.5	1.9	10.9	14.9	16.9	2.2	22.0	9.2	8.4
PRINCE EDWARD ISLAND											
September 1970*	0.1	—	2.6	0.4	2.9	3.5	4.7	0.6	6.2	2.3	2.7
August 1970*	0.1	—	2.9	0.4	1.9	3.3	4.4	0.6	5.3	2.4	2.9
September 1969†	0.1	—	2.7	0.5	2.2	3.3	4.9	0.6	6.3	2.5	2.3
NOVA SCOTIA											
September 1970*	2.5	5.6	18.4	14.1	16.3	21.3	35.0	7.5	44.8	18.9	22.3
August 1970*	2.8	5.5	19.2	14.7	14.9	21.4	35.5	7.5	43.0	19.7	23.4
September 1969†	2.6	5.7	19.4	15.3	16.6	21.4	34.6	7.1	42.6	17.2	21.4
NEW BRUNSWICK											
September 1970*	7.1	2.5	19.5	10.4	11.5	24.3	28.6	4.7	33.2	13.2	12.8
August 1970*	7.3	2.9	20.6	10.5	11.5	23.7	28.3	4.7	29.6	13.8	13.6
September 1969†	8.0	2.6	19.6	11.1	13.9	21.6	26.3	4.8	31.4	11.0	13.9
QUEBEC											
September 1970*	25.1	25.9	333.6	201.2	96.2	186.4	273.6	85.9	332.9	184.4	109.9
August 1970*	26.6	27.2	337.9	203.8	94.4	183.4	268.5	87.4	272.6	192.2	113.5
September 1969†	26.5	26.5	337.2	204.8	96.4	188.5	271.4	84.1	310.0	181.2	94.3
ONTARIO											
September 1970*	11.1	36.6	386.5	440.2	165.3	227.0	439.6	131.0	436.8	299.4	183.6
August 1970*	12.1	38.2	387.7	457.1	169.2	224.2	431.3	135.7	391.4	309.2	187.8
September 1969†	12.0	23.7	388.8	450.8	167.2	223.4	432.3	131.6	402.5	290.6	174.7
MANITOBA											
September 1970*	0.8	8.0	28.7	21.1	18.6	47.4	59.1	13.6	54.6	35.4	21.3
August 1970*	0.7	8.3	28.3	21.5	20.2	47.7	57.6	13.9	50.9	35.3	22.1
September 1969†	1.0	7.7	29.0	23.5	19.2	47.5	60.6	13.6	51.7	34.9	20.7
SASKATCHEWAN											
September 1970*	0.7	5.4	10.4	5.4	13.1	27.0	37.2	7.8	46.7	19.5	19.8
August 1970*	0.8	5.8	10.3	5.6	13.6	26.2	38.3	7.9	44.2	20.1	20.2
September 1969†	0.5	5.8	10.2	5.5	14.7	27.5	39.5	8.2	47.1	21.6	20.4
ALBERTA											
September 1970*	1.8	24.8	28.3	25.8	42.0	54.8	86.0	19.8	96.7	61.5	37.2
August 1970*	1.9	24.8	28.7	26.9	42.8	55.6	86.3	19.8	92.5	62.6	37.7
September 1969†	2.0	22.0	28.2	27.2	43.2	54.7	87.8	19.2	91.3	62.1	34.1
BRITISH COLUMBIA											
September 1970*	22.1	12.2	56.5	74.8	37.8	85.1	116.3	32.0	104.8	88.2	41.7
August 1970*	22.0	12.9	54.7	75.4	37.3	86.6	116.0	33.1	82.4	92.0	42.4
September 1969†	24.8	11.4	55.2	79.8	46.8	80.7	117.7	29.9	103.6	87.7	40.8

* Preliminary. †Revised. ‡Refers to employment in hospitals and education and related services, welfare and religious org and private households.

**Includes health services (except hospitals); motion picture and recreational services; services to business management; persona (except domestic service) and miscellaneous services. ††Excludes non-civilian employees.

Basis: 1960 Standard Industrial Classification.

Source: Estimates of Employees by Province and Industry (DBS Cat. No. 72-008).

e[illegible]-4—Industry Summary of Employment and Average Weekly Wages and Salaries

ri.	Employment Index Numbers*			Average Weekly Wages and Salaries		
	October 1970	September 1970	October 1969	October 1970	September 1970	October 1969
	(1961 = 100)			$	$	$
[illegible], INCLUDING MILLING	115.3	117.2	101.4	168.82	166.31	153.14
[illegible]ls	106.4	107.5	85.0	168.81	166.21	151.99
[illegible]ral fuels	109.4	110.6	99.7	181.26	178.18	164.32
[illegible]o metals except fuels	135.1	136.3	132.9	150.29	147.06	146.76
[illegible]ries and sand pits	107.2	112.0	130.5	149.31	146.08	135.50
[illegible]ces incidental to mining	167.0	175.6	161.4	174.92	174.46	154.98
[illegible]UACTURING	122.3	123.7	126.7	135.85	133.95	125.93
[illegible]ble goods	130.2	131.3	137.7	147.04	145.19	135.67
[illegible]o durable goods	115.8	117.6	117.6	125.65	123.78	116.70
[illegible]d and beverages	112.4	118.1	112.7	118.94	117.33	109.53
[illegible]Foods	112.6	118.8	112.5	114.58	113.15	105.62
[illegible]Beverages	111.2	113.8	114.0	146.83	144.95	133.91
[illegible]cco processing and products	88.6	86.8	87.7	149.62	151.02	140.72
[illegible]ber products	111.8	112.2	121.7	141.84	141.92	135.62
[illegible]her products	91.6	91.6	95.4	88.32	88.30	81.56
[illegible]le products	111.1	111.0	119.8	111.16	110.79	105.03
[illegible]ing mills	112.4	111.4	118.7	87.27	85.96	80.27
[illegible]ing	109.9	111.0	111.1	83.32	82.25	78.07
[illegible]od products	111.0	111.5	112.0	123.53	118.77	113.78
[illegible]niture and fixtures	129.1	130.2	140.4	112.80	110.93	105.42
[illegible]er and allied industries	122.7	122.9	123.6	157.42	152.91	146.64
[illegible]ting, publishing and allied industries	117.5	117.5	117.1	140.00	139.57	131.41
[illegible]rimary metal industries	129.9	129.4	112.3	165.49	161.91	150.36
[illegible]el fabricating industries	134.7	136.4	139.3	145.96	145.33	132.25
[illegible]hinery, except electrical	146.0	144.1	155.3	156.24	154.64	143.71
[illegible]sportation equipment	128.4	130.1	160.2	158.05	157.75	149.43
[illegible]trical products	141.7	144.6	153.4	138.55	137.12	128.61
[illegible]o metallic mineral products	116.4	118.2	124.8	147.56	146.92	135.55
[illegible]oleum and coal products	105.1	106.7	103.4	195.15	194.39	181.85
[illegible]hemicals and chemical products	119.3	120.4	120.3	153.71	149.15	142.51
[illegible]ellaneous manufacturing industries	156.5	156.4	158.8	115.48	114.85	106.38
[illegible]ST[illegible]UCTION	126.5	127.8	133.3	178.26	178.42	158.78
[illegible]ding	135.6	135.5	143.7	175.94	175.53	157.45
[illegible]gineering	110.8	114.4	115.5	183.16	184.30	161.63
[illegible]NSPORTATION, COMMUNICATION AND [illegible]TER UTILITIES	114.5	115.8	112.7	145.86	143.91	136.61
[illegible]rasportation	108.4	109.9	108.3	144.51	141.84	133.50
[illegible]o ge	113.6	113.4	109.0	135.72	131.40	119.71
[illegible]ommunication	128.8	129.4	121.7	137.98	137.35	129.22
[illegible]E	141.1	139.5	141.0	101.18	101.26	95.01
[illegible]olesale trade	133.9	133.8	133.3	129.05	127.96	120.12
Retail trade	145.0	142.6	145.3	87.07	87.53	82.37
[illegible]NE, INSURANCE AND REAL ESTATE	143.1	143.3	141.1	122.93	122.19	114.39
[illegible]ancial institutions	147.1	147.2	146.2	121.27	120.38	112.44
[illegible]surance and real estate	137.9	137.9	134.2	125.30	124.78	117.25
[illegible]VICE	181.5	183.6	179.3	92.30	91.39	84.95
[illegible]Recreational services	158.9	168.2	162.3	83.94	85.80	83.17
[illegible]siness services	196.0	197.4	194.3	144.18	142.73	131.09
[illegible]rsonal services	165.9	169.7	165.3	68.55	67.27	62.92
[illegible]ellaneous services	231.0	222.8	218.2	94.51	94.85	86.24
[illegible]USTRIAL COMPOSITE	128.6	129.6	130.0	130.23	128.94	120.71

[illegible]t gures subject to revision.
[illegible]formation for other industries is given in Employment and Average Weekly Wages and Salaries (DBS Cat. No. 72-002).

Table C-5—Hours and Earnings, Hourly Rated Wage Earners, by Industry

Industry	Average Weekly Hours			Average Hourly Earnings			Average Weekly Wa	
	Oct. 1970	Sept. 1970	Oct. 1969	Oct. 1970	Sept. 1970	Oct. 1969	Oct. 1970	Sept. 1970
				$	$	$	$	$
MINING, INCLUDING MILLING	41.5	41.1	41.9	3.76	3.75	3.30	156.29	153.90
Metals	40.5	40.3	40.9	3.89	3.86	3.40	157.53	155.76
Mineral fuels	43.4	42.3	42.4	3.58	3.56	3.02	155.39	150.70
Non-metals, except fuels	41.8	40.9	44.0	3.45	3.42	3.20	144.47	139.61
Quarries and sand pits	47.9	45.8	46.8	3.07	2.98	2.84	147.00	136.52
Services incidental to mining	42.1	42.2	40.8	4.00	4.04	3.58	168.41	170.19
MANUFACTURING	40.1	40.1	40.4	3.06	3.02	2.84	122.91	121.16
Durable goods	40.8	40.7	41.0	3.31	3.28	3.06	134.84	133.37
Non-durable goods	39.5	39.5	39.8	2.83	2.78	2.63	111.73	109.80
Food and beverages	38.9	39.5	39.0	2.75	2.67	2.52	106.96	105.49
Foods	38.7	39.4	38.9	2.65	2.58	2.43	102.72	101.58
Beverages	40.3	40.2	40.5	3.46	3.40	3.15	139.34	136.53
Tobacco processing and products	36.9	37.2	38.2	3.71	3.76	3.42	136.91	139.95
Rubber products	42.0	42.6	42.4	3.19	3.17	3.06	134.08	135.09
Leather products	38.8	38.8	38.1	2.06	2.05	1.93	79.96	79.64
Textile products	41.1	40.7	41.1	2.35	2.35	2.27	96.38	95.62
Miscellaneous textiles	39.7	39.6	39.2	2.24	2.36	2.36	88.80	93.40
Knitting mills	41.7	41.1	40.9	1.85	1.84	1.74	77.34	75.48
Clothing	36.6	36.5	37.4	2.04	2.03	1.90	74.83	73.88
Wood products	39.2	39.3	39.3	2.97	2.86	2.75	116.21	112.22
Furniture and fixtures	42.1	41.5	42.4	2.45	2.43	2.30	103.29	100.63
Paper and allied industries	41.1	40.7	41.4	3.60	3.51	3.35	148.05	142.80
Pulp and paper mills	41.1	40.3	41.5	3.91	3.79	3.66	160.68	152.79
Printing, publishing and allied industries	37.1	37.6	38.3	3.67	3.65	3.39	136.27	137.32
Primary metal industries	40.9	40.5	40.9	3.80	3.73	3.42	155.51	151.30
Iron and steel mills	40.5	39.7	40.2	4.01	3.97	3.63	162.37	157.79
Metal fabricating industries	41.3	41.3	40.8	3.35	3.35	3.05	138.34	138.31
Machinery, except electrical	40.5	41.2	41.3	3.48	3.47	3.23	140.87	143.10
Transportation equipment	41.1	41.1	41.3	3.50	3.49	3.36	143.87	143.39
Aircraft and parts	40.9	40.5	42.4	3.54	3.54	3.40	144.78	143.60
Motor vehicles	41.3	41.0	40.9	3.64	3.64	3.47	150.30	149.27
Assembling	42.2	41.9	41.4	4.05	4.06	3.75	171.14	169.91
Parts and accessories	40.9	40.7	40.7	3.48	3.47	3.30	142.58	141.34
Shipbuilding and repairing	39.5	41.1	39.8	3.55	3.58	3.35	140.31	147.20
Electrical products	39.8	39.6	40.5	2.95	2.96	2.76	117.57	117.11
Communications equipment	39.5	39.6	40.7	2.86	2.88	2.71	112.72	113.78
Non-metallic mineral products	43.0	42.9	43.0	3.26	3.26	3.02	140.26	140.11
Petroleum and coal products	41.9	42.1	40.9	4.27	4.30	3.88	179.02	181.10
Chemical and chemical products	41.0	39.0	41.1	3.30	3.29	3.05	135.19	128.24
Miscellaneous manufacturing industries	40.4	40.9	40.7	2.43	2.41	2.27	98.31	98.48
CONSTRUCTION	40.9	41.6	40.9	4.35	4.29	3.86	178.11	178.43
Building	38.9	39.1	39.2	4.52	4.48	4.00	175.83	174.97
General contractors	39.0	39.5	39.3	4.32	4.30	3.90	168.62	169.59
Special trade contractors	38.9	38.8	39.1	4.67	4.61	4.07	181.28	179.00
Engineering	45.2	46.6	44.8	4.05	3.98	3.60	182.91	185.51
Highways, bridges and streets	45.6	47.5	45.6	3.39	3.34	3.08	154.53	158.85
Other engineering	44.7	45.6	43.9	4.76	4.69	4.16	212.72	213.83
OTHER INDUSTRIES								
Urban transit	42.2	42.3	42.3	3.77	3.71	3.51	159.25	156.91
Highway and bridge maintenance	38.1	38.3	37.0	2.72	2.64	2.54	103.48	101.25
Laundries, cleaners and pressers	36.6	37.2	37.6	1.78	1.75	1.67	65.29	65.07
Hotels, restaurants and taverns	31.7	31.9	31.8	1.81	1.78	1.66	57.35	56.62

Latest figures subject to revision.
Source: Man-Hours and Hourly Earnings (DBS Cat. No. 72-003).

-6—Hours and Earnings, Hourly Rated Wage Earners in Manufacturing

n. Month	Average Weekly Hours	Average Hourly Earnings	Average Weekly Wages	Index Numbers of Average Weekly Wages (1961 = 100) Current Dollars	1961 Dollars
		$	$		
e)					
6	41.0	2.12	86.94	116.8	108.8
6	40.8	2.25	91.65	123.1	110.5
6	40.3	2.40	96.84	130.1	112.8
6	40.3	2.58	104.00	139.7	116.2
6	40.0	2.79	111.72	150.1	119.6
y Period in					
October	40.4	2.84	114.87	154.3	121.1
November	40.4	2.88	116.18	156.1	122.0
December	37.2	2.92	108.68	146.0	113.9
January	39.8	2.92	116.30	156.2	121.4
February	40.0	2.93	117.36	157.6	122.3
March	39.5	2.96	117.14	157.3	121.3
April	39.8	2.99	118.84	159.6	123.2
May	40.0	2.99	119.69	160.8	123.8
June	40.1	3.01	120.65	162.1	124.2
July	39.3	3.00	118.06	158.6	121.5
August	39.9	3.02	120.57	161.9	124.4
September*	40.1	3.02	121.16	162.7	124.9
October†	40.1	3.06	122.91	165.1	126.7

ec † Preliminary.
The index of average weekly wages in 1961 dollars is computed by dividing the index of average weekly wages in current dollars by the ne Price Index. For a more complete statement of uses and limitations of the adjusted figures see Man-Hours and Hourly Earnings, DBS. Man-Hours and Hourly Earnings (DBS Cat. No. 72-003).

-7—Hours and Earnings in Manufacturing, Hourly Rated Wage Earners, by Province

	Average Weekly Hours*			Average Hourly Earnings*		
	Oct. 1970	Sept. 1970	Oct. 1969	Oct. 1970	Sept. 1970	Oct. 1969
				$	$	$
nland	39.3	39.3	37.7	2.62	2.49	2.45
cia	38.9	38.9	38.9	2.52	2.47	2.26
uswick	39.9	40.8	39.2	2.51	2.48	2.38
	41.0	40.8	41.5	2.72	2.70	2.54
	40.3	40.3	40.4	3.23	3.20	2.99
b	39.3	39.2	40.1	2.78	2.76	2.53
hwan	40.0	39.5	39.9	3.22	3.21	2.95
	39.1	39.2	39.8	3.25	3.25	3.00
Columbia	37.1	36.6	37.1	3.81	3.70	3.56

e shift differential, premium pay for overtime, pay for paid holidays, pay for paid sick leave, if paid through payroll but not if paid under ce lan, incentive bonus but not annual bonus.
f rmation on hours and earnings by cities obtainable from Man-Hours and Hourly Earnings, DBS. Latest figures subject to revision. Man-Hours and Hourly Earnings (DBS Cat. No. 72-003).

E—Unemployment Insurance

Unemployment insurance statistics emanate from the operations of the Unemployment Insurance Act, and relate to persons in with the Unemployment Insurance Commission, either as contributors or claimants. The data are compiled in the Unempl Insurance and Manpower Section, DBS, from information supplied by the UIC. The source for Tables E-1 to E-4 is The St Report on the Operation of the Unemployment Insurance Act (DBS Cat. No. 73-001). For further information regarding the na the data see Technical Note, page 149, February 1971 issue.

Table E-1—Estimates of the Insured Population Under the Unemployment Insurance Act

End of	Total	Employed	Claimants
1970—October	5,584,000	5,185,300	398,700
September	5,609,000	5,217,900	391,100
August	5,667,000	5,258,300	408,700
July	5,617,000	5,177,600	439,400
June	5,672,000	5,230,100	441,900
May	5,607,000	5,101,600	505,400
April	5,719,000	5,028,300	690,700
March	5,718,000	5,012,900	705,100
February	5,707,000	5,012,600	694,400
January	5,676,000	5,016,500	659,500
1969—December	5,638,000	5,101,300	536,700
November	5,596,000	5,246,800	349,200
October	5,518,000	5,238,000	280,000

Table E-4—Benefit Payments, by Province, November 1970

Province	Weeks Paid	Am
Newfoundland	26,605	
Prince Edward Island	2,688	
Nova Scotia	34,476	1.
New Brunswick	30,672	
Québec	321,685	11.
Ontario	387,806	13.
Manitoba	39,508	1.
Saskatchewan	26,656	
Alberta	59,910	2.
British Columbia	143,784	5.
Total, Canada, November 1970	1,073,790	37.
Total, Canada, October 1970	1,165,813	40.
Total, Canada, November 1969	830,657	27.

Table E-3—Number of Initial and Renewal Claims Filed in Local Offices in each Province

Province	November 1970			November 1969		R
	Total*	Initial	Renewal	Total	Initial	
Canada	203,550	148,083	55,467	165,299	122,014	
Newfoundland	8,012	6,423	1,589	7,478	5,948	
Prince Edward Island	1,330	1,141	189	1,045	844	
Nova Scotia	7,781	5,887	1,894	6,423	4,860	
New Brunswick	8,570	6,927	1,643	6,969	5,489	
Québec	59,127	43,794	15,333	52,363	38,826	
Ontario	63,328	45,968	17,360	50,466	36,248	
Manitoba	9,711	7,163	2,548	6,521	4,973	
Saskatchewan	7,089	5,345	1,744	6,425	4,764	
Alberta	13,798	9,436	4,362	7,691	5,692	
British Columbia	24,804	15,999	8,805	19,918	14,370	

* In addition, revised claims received numbered 49,370.

-2—Claimants Currently Reporting to Local Offices by Number of Weeks on Claim, Province and Sex, at November 30, 1970

and sex	Total Claimants	Number of weeks on claim (based on 10 per cent sample) 1-4	5-13	14-26	27 or more*	Total claimants Nov. 28, 1969
d	480,475	214,640	120,080	76,714	69,041	349,198
l	305,524	155,124	73,036	40,855	36,509	222,341
nle	174,951	59,516	47,044	35,859	32,532	126,857
UNDLAND	13,108	6,981	3,262	1,683	1,182	13,644
l	10,434	6,012	2,387	1,141	894	11,166
nle	2,674	969	875	542	288	2,478
EDWARD ISLAND	1,794	1,081	348	235	130	1,487
l	1,198	806	203	119	70	1,039
nle	596	275	145	116	60	448
COTIA	17,024	7,994	3,898	2,839	2,293	15,144
l	11,769	5,964	2,570	1,703	1,532	11,172
ne	5,255	2,030	1,328	1,136	761	3,972
BUNSWICK	16,624	8,611	3,808	2,428	1,777	14,330
l	10,917	5,942	2,374	1,438	1,163	9,252
ne	5,707	2,669	1,434	990	614	5,078
C	147,232	64,204	39,538	25,587	17,903	117,874
l	95,851	46,966	24,659	14,258	9,968	77,084
ne	51,381	17,238	14,879	11,329	7,935	40,790
O	160,197	66,429	42,941	27,563	23,264	107,386
l	91,314	43,855	23,924	12,680	10,855	61,795
ne	68,883	22,574	19,017	14,883	12,409	45,591
TBA	18,676	9,131	4,468	2,184	2,893	12,572
l	12,349	7,050	2,766	1,149	1,384	8,098
ne	6,327	2,081	1,702	1,035	1,509	4,474
THEWAN	13,602	7,052	3,137	1,392	2,021	11,121
le	9,547	5,834	1,977	707	1,029	7,880
ne	4,055	1,218	1,160	685	992	3,241
T	28,322	13,944	6,419	3,460	4,499	14,229
le	19,072	10,954	4,007	1,896	2,215	8,740
ne	9,250	2,990	2,412	1,564	2,284	5,489
COLUMBIA	63,896	29,213	12,261	9,343	13,079	41,411
le	43,073	21,741	8,169	5,764	7,399	26,115
ne	20,823	7,472	4,092	3,579	5,680	15,296

*of the cases in this group were on claim from 27-39 weeks.
s less than 50 subject to relatively large sampling variability.

F—Prices

Table F-1—Total and Main Components of the Consumer Price Index

	Total	Food	Housing	Clothing	Trans-portation	Health and Personal Care	Recrea-tion and Reading
				(1961 = 100)			
1965—Year	107.4	109.6	105.8	107.9	104.8	113.0	105.6
1966—Year	111.4	116.6	108.7	112.0	107.3	116.5	108.6
1967—Year	115.4	118.1	113.4	117.6	111.8	122.5	114.1
1968—Year	120.1	122.0	118.6	121.1	114.6	127.4	119.7
1969—Year	125.5	127.1	124.7	124.5	120.0	133.6	126.8
1969—December	127.9	129.8	127.6	126.4	122.0	136.8	128.1
1970—January	128.2	130.1	128.1	125.5	122.7	136.8	128.0
February	128.5	131.3	128.3	125.1	123.5	137.7	129.0
March	128.9	130.5	129.2	126.0	124.0	137.7	129.5
April	129.7	131.5	129.8	126.8	124.6	139.3	129.6
May	129.6	130.3	130.4	126.8	124.8	139.8	130.1
June	129.9	130.9	130.7	126.9	125.1	139.8	130.3
July	130.5	131.6	131.5	126.9	125.2	139.8	132.4
August	130.5	131.9	131.5	126.2	125.3	140.2	132.5
September	130.2	130.0	131.8	127.0	125.3	140.1	133.0
October	130.3	128.5	132.8	128.2	125.2	141.2	133.1
November	130.3	127.5	133.3	128.4	125.8	140.8	133.7
December	129.8	125.6	133.4	127.9	126.1	140.7	133.6
				(1949 = 100)			
December	167.7*						

* For an interim period the all-items index only will be published on both the 1961 and the 1949 base.
Note: 1957 weighted. Calculated by the Prices Division, DBS.

Table F-2—Consumer Price Indexes for Regional Cities of Canada—December, 1970

	All-Items			Food	Housing	Clothing	Trans-porta-tion	Health and Personal Care	Re-crea-tion and Readin
	Dec. 70	Nov. 70	Dec. 69						
					(1961 = 100)				
St. John's, Nfld.	120.1	121.0	120.5	114.8	116.1	130.5	116.9	134.8	116.3
Halifax	124.0	124.8	122.6	124.8	119.5	125.4	119.6	143.7	131.2
Saint John	122.6	123.9	122.0	123.4	116.4	129.3	121.2	135.6	131.0
Montreal	123.8	124.1	123.1	122.5	117.7	125.2	126.2	133.0	140.2
Ottawa	127.2	127.6	125.8	125.7	121.8	131.4	126.9	142.8	136.5
Toronto	126.1	127.3	126.6	122.1	121.5	130.6	131.4	140.6	129.0
Winnipeg	126.3	126.9	126.2	125.1	116.7	135.7	130.0	148.0	136.3
Saskatoon-Regina	121.6	121.8	121.6	125.8	114.4	128.6	117.9	128.3	130.4
Edmonton-Calgary	126.2	126.1	123.5	130.2	119.3	127.7	122.4	145.3	135.6
Vancouver	124.1	123.9	121.0	128.9	118.5	128.1	124.3	135.3	125.3

Note: Indexes above measure percentage changes in prices over time in each city and should not be used to compare actual levels of between cities.

trikes and Lockouts

information on work stoppages in Canada is compiled by the Economics and Research Branch of the Canada Department of n the basis of reports from the Canada Manpower Division, Department of Manpower and Immigration. The first three tables tion cover strikes and lockouts that amount to ten or more man-days. The number of workers involved includes all workers n strike or locked out, whether or not they all belonged to the union directly involved in the disputes leading to the work Workers indirectly affected, such as those laid off as a result of a work stoppage, are not included.

-1—Strikes and Lockouts, 1966-1971

Year	Strikes and Lockouts Beginning During Month or Year	Strikes and Lockouts in Existence During Month or Year: Strikes and Lockouts	Workers Involved	Duration in Man-Days: Man-Days	Per cent of Estimated Working Time
	478	501	171,870	2,349,870	0.17
	582	617	411,459	5,178,170	0.34
	498	522	252,018	3,974,760	0.25
	559	582	223,562	5,082,730	0.32
	566	595	306,799	8,057,060	0.48
nuary	17	57	8,428	102,840	0.08
bruary	34	70	13,551	120,990	0.09
arch	31	68	16,619	166,060	0.12
oril	52	97	50,469	633,900	0.44
ay	54	101	88,938	1,263,830	0.93
ne	23	94	72,736	1,112,920	0.73
ly	52	119	98,037	1,153,680	0.75
igust	38	111	70,835	675,320	0.46
ptember	26	73	45,437	637,850	0.45
ctober	21	77	44,111	780,070	0.54
ovember	29	72	39,678	724,190	0.51
ecember	8	54	34,445	432,830	0.29
nuary	17	45	24,716	205,570	0.15

ary.

-2—Strikes and Lockouts, by Industry, r 1971, (Preliminary)

	In Effect During Month: Number Beginning During Month	Strikes and Lockouts	Workers Involved	Man-Days
	—	—	—	—
	1	1	550	1,650
ring	9	24	18,168	116,630
con	4	4	1,010	4,270
nation and utilities	1	4	2,516	50,360
	1	7	2,150	30,910
	—	—	—	—
	—	4	72	1,500
ministration	1	1	250	250
stries	17	45	24,716	205,570

Table G-3—Strikes and Lockouts, by Jurisdiction, January 1971, (Preliminary)

Jurisdiction	In Effect During Month: Number Beginning During Month	Strikes and Lockouts	Workers Involved	Man-Days
Newfoundland	—	—	—	—
Prince Edward Island	—	—	—	—
Nova Scotia	4	4	510	870
New Brunswick	—	—	—	—
Québec	3	7	720	4,510
Ontario	8	19	19,949	149,990
Manitoba	—	1	750	3,750
Saskatchewan	—	—	—	—
Alberta	—	—	—	—
British Columbia	1	13	2,237	44,800
Federal	1	1	550	1,650
All Jurisdictions	17	45	24,716	205,570

Table G-4—Strikes and Lockouts Involving 100 or More Workers, January 1971, (Preliminary)

Industry / Employer / Location	Union	Workers Involved	Duration in Man-Days: January	Duration in Man-Days: Accumulated	Starting Date / Termination Date	Major Issues / Result
Mines						
METAL						
*Hudson Bay Mining and Smelting Company, Flin Flon, Man.	Various trades unions	550	1,650	1,650	Jan. 27 —	Vacations, holidays, welfa —
Manufacturing						
FURNITURE AND FIXTURES						
B. K. Johl Inc., Montreal, Qué.	Steelworkers (AFL-CIO/CLC)	220	220	220	Jan. 26 Jan. 27	Union recognition—Ret workers.
PRIMARY METALS						
Aluminum Co. of Canada Ltd., Richmond, B.C.	Steelworkers (AFL-CIO/CLC)	100	2,000	6,900	Oct. 23 —	Failure to negotiate a ne ment—
METAL FABRICATING						
Hawker Siddeley Canadian Bridge Div., Windsor, Ont.	Steelworkers Loc. 2471 (AFL-CIO/CLC)	500	10,000	16,500	Dec. 14 —	Wages, working conditio
TRANSPORTATION EQUIPMENT						
Motor Coach Industries Ltd., Winnipeg, Man.	Machinists Loc. 1953 (AFL-CIO/CLC)	750	3,750	36,750	Oct. 30 Jan. 11	Breakdown of negotiati 14.2% wage increase first troactive to Oct. 1, 1970. the second year, 14% th year; overtime pay after 8- improved fringe benefits.
Ford Motor Co. of Canada Ltd., Various locations, Ont.	Auto Workers various locals (CLC)	14,270	76,530	76,530	Jan. 19 Jan. 27	Wages, other benefits—W creases, other improved b
Canadian Acme Screw and Gear, Toronto, Ont.	Auto Workers Loc. 984 (CLC)	875	3,500	3,500	Jan. 20 Jan. 26	Wages—Return of worke
ELECTRICAL PRODUCTS						
Electric Storage Battery, Mississauga, Ont.	I.U.E. Loc. 512 (AFL-CIO/CLC)	180	3,060	15,120	Sept. 28 Jan. 27	Not reported—Return of w settlement terms not repo
CHEMICAL PRODUCTS						
Union Carbide Canada Ltd., Beauharnois, Qué.	Steelworkers Loc. 5987 (AFL-CIO/CLC)	250	1,750	1,750	Jan. 13 Jan. 21	Wages, other benefits—32 increase on signing of c 22¢ Oct. 8, 1971; other i ments.

-4—Strikes and Lockouts Involving 100 or More Workers, January 1971, (Preliminary) (Cont.)

Union	Workers Involved	Duration in Man-Days: January	Duration in Man-Days: Accumulated	Starting Date / Termination Date	Major Issues / Result
LANEOUS ACTURING					
n Matthey allory, ke, Ont.	CLC-directly chartered	300	6,000	15,900	Nov. 16 — Plant closure clause—
t Frères Ltée, inthe, Qué.	Building and Woodworkers' Federation (CNTU)	200	1,500	1,500	Jan. 12 Jan. 25 Wages, security of employment—30¢ an hr. increase spread over 2 years; other improved benefits.
uction					
s Company of da Ltd., s Point, Ont.	Plumbers Loc. 527 (AFL-CIO/CLC)	750	3,650	3,650	Jan. 12 — Dispute over subsistance pay—
Engineering, ater, N.S.	Various trades unions	200	200	200	Jan. 29 — Alleged grievance over sanitation facilities—
rtation ities					
SPORTATION					
owat Ltd., , London and nton, Ont.	Specialized Parcel Delivery & Handlers Union	148	2,960	7,850	Nov. 16 — Dismissal of an employee—
dro & Power thority, Vancouver and ctria, B.C.	Transit Union Div. 101-104 (AFL-CIO/CLC)	1,800	36,000	36,000	Jan. 4 — Failure to negotiate a new contract—
R GAS AND WATER					
ers Gas Co. Ltd., locations, Ont.	Chemical Workers Loc. 161 (AFL-CIO/CLC)	560	11,200	29,680	Nov. 16 — Wages, fringe benefits—
at Atlantic & Tea Company, -wide, Ont.	Food Workers various locals (AFL-CIO/CLC)	2,000	28,000	28,000	Jan. 14 Jan. 30 Wages, fringe benefits—Wage increase $19.50 per wk. retroactive to Dec. 14, 1970, a further $15.00 per wk. June 1, 1971; improved fringe benefits.

Table G-4—Strikes and Lockouts Involving 100 or More Workers, January 1971, (Preliminary)

Industry Employer Location	Union	Workers Involved	Duration in Man-Days January	 Accumulated	Starting Date Termination Date	Major Issues Result
Public Administration						
LOCAL ADMINISTRATION						
City of Halifax, Halifax, N.S.	Public Employees Loc. 108 (CLC)	250	250	250	Jan. 15 Jan. 16	Alleged delaying contra tiations—Return of work

*Federal jurisdiction.

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